Universal Standards

<table>
<thead>
<tr>
<th>Organizational Profile</th>
<th>Strategy</th>
<th>Ethics and Integrity</th>
<th>Governance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stakeholder Engagement</td>
<td>Reporting Practice</td>
<td>Management Approach</td>
<td></td>
</tr>
</tbody>
</table>

Topic-Specific Standards

<table>
<thead>
<tr>
<th>Economic Performance</th>
<th>Indirect Economic Impacts</th>
<th>Anti-Corruption</th>
<th>Energy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emissions</td>
<td>Supplier Environmental Assessment</td>
<td>Employment</td>
<td>Diversity and Equal Opportunity</td>
</tr>
<tr>
<td>Human Rights Assessment</td>
<td>Supplier Social Assessment</td>
<td>Public Policy</td>
<td>Training and Education</td>
</tr>
</tbody>
</table>
Interpublic is committed to operating sustainably. To us, this means measuring our carbon footprint and working toward limiting that footprint; respecting and encouraging diversity; and being a good corporate citizen of the communities where our employees live and work.
### Organizational Profile

**Universal Standards**

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-1</td>
<td>Complete</td>
</tr>
</tbody>
</table>

**Report the name of the organization**

Interpublic Group of Companies, Inc.

102-1

**Report the Name of the Organization**

Interpublic Group of Companies, Inc.
Organizational Profile
Universal Standards

GRI Indicator | Reporting Level
---|---
102-2 | Complete

Report the primary activities, brands, products and services

IPG operates in all major world markets – our companies specialize in consumer advertising, digital marketing, communications planning and media buying, public relations and specialized communications disciplines.

We are one of the world’s premier global advertising and marketing services companies. Through our 54,000 employees in all major world markets, our companies specialize in consumer advertising, digital marketing, communications planning and media buying, public relations and specialized communications disciplines. Our agencies create customized marketing programs for clients that range in scale from large global marketers to regional and local clients. Comprehensive global services are critical to effectively serve our multinational and local clients in markets throughout the world as they seek to build brands, increase sales of their products and services, and gain market share.

The work we produce for our clients is specific to their unique needs. Our solutions vary from project-based activity involving one agency to long-term, fully integrated campaigns created by multiple IPG agencies working together. With offices in over 110 countries, we can operate in a single region or deliver global integrated programs.

The role of our holding company is to provide resources and support to ensure that our agencies can best meet clients’ needs. Based in New York City, our holding company sets company-wide financial objectives and corporate strategy, establishes financial management and operational controls, guides personnel policy, directs collaborative inter-agency programs, conducts investor relations, manages corporate social responsibility programs, provides enterprise risk management and oversees mergers and acquisitions. In addition, we provide certain centralized functional services that offer our companies operational efficiencies, including accounting and finance, executive compensation management and recruitment assistance, employee benefits, marketing information retrieval and analysis, internal audit, legal services, real estate expertise and travel services.

Interpublic is home to some of the world’s best-known and most innovative communications specialists. We have three global networks: McCann Worldgroup, Foote, Cone & Belding
FCB”) and MullenLowe Group, which provide integrated, large-scale advertising and marketing solutions for clients. Our global media services companies include UM and Initiative, which operate under the IPG Mediabrands umbrella. We also have a range of best-in-class global specialized communications assets as well as premier domestic integrated and digital agencies that are industry leaders.

- McCann Worldgroup is a leading global marketing solutions network united across more than 100 countries by a single vision: to help brands play a meaningful role in people’s lives. The network, ranked by the 2018 Global Effie Index as the world’s most creatively effective network in the world, is comprised of agencies that emphasize creativity, innovation and performance. Agencies aligned with McCann Worldgroup to deliver fully integrated solutions include: McCann (advertising), MRM//McCann (digital marketing/relationship management), Momentum Worldwide (total brand experience), McCann Health (professional/dtc communications), CRAFT (production), PMK-BNC (entertainment/brand/popular culture), Weber Shandwick (public relations) and FutureBrand (consulting/design).

- FCB is a global marketing communications company. Based on an understanding of diversified markets and cultures, FCB focuses on creating “Never Finished” ideas for clients that reflect each brand’s past and anticipate its future. FCB also offers a range of best-in-class, integrated and specialist marketing capabilities: FCB Health, one of the world’s most awarded healthcare marketing networks; shopper-first agency FCB/RED; design agency Chute Gerdeman; experiential agency FCBX; production studios Lord + Thomas and FuelContent; CRM agency FCB/SIX; and digital agencies New Honor Society and HelloComputer.

- MullenLowe Group is a creatively driven integrated marketing communications network with a strong entrepreneurial heritage and challenger mentality. A global creative boutique of distinctive diverse agencies, MullenLowe Group is present in more than 65 markets. With a hyperbundled-operating model, global specialties include expertise in brand strategy, and through-the-line advertising with MullenLowe; digital transformation with MullenLowe Profero; media and communications planning and buying with MullenLowe Mediahub; customer experience activation with MullenLowe Open; and consumer and corporate PR with MullenLowe PR and MullenLowe salt. The group is focused on delivering an “Unfair Share of Attention” for clients and is consistently ranked among the most awarded creative and effective agency networks in the world, and in 2018 was named to the Ad Age Agency A-List.

- IPG Mediabrands, the global media and data arm of IPG, manages tens of billions of dollars in marketing investment on behalf of its clients, employing over 12,000 marketing communication specialists in over 100 countries. The agency group delivers business results for clients by providing strategic counsel and advisory services to navigate the fast-evolving consumer and media landscape. These solutions are developed and executed through integrated, data-driven marketing strategies. Full-service and global agencies within the
IPG Mediabrands network include UM and Initiative. Additional leading brands and specialist business units include Cadreon, Healix, IPG Media Lab, MAGNA, Orion Holdings, Rapport and Reprise.

- We also have exceptional global marketing specialists across a range of disciplines. Our industry-leading public relations agencies such as Weber Shandwick, Golin, DeVries Global, Axis, Creation and Current Marketing have expertise in every significant area of communication management. Jack Morton is a global brand experience agency, and FutureBrand is a leading brand consultancy. Octagon is a global sports, entertainment and lifestyle marketing agency. Our digital specialist agencies, led by R/GA, Huge and MRM//McCann, are among the industry’s most award-winning digital agencies. Our premier healthcare communications specialists reside within our global creative networks.
- Our domestic integrated independent agencies include some of advertising’s most recognizable and storied agency brands, including Carmichael Lynch, Deutsch, Hill Holliday and The Martin Agency. The marketing programs created by these agencies incorporate all media channels, CRM, public relations and other marketing activities and have helped build some of the most powerful brands in the U.S., across all sectors and industries.
- Acxiom, which IPG acquired in 2018, provides the data foundation for many of the world’s largest and most sophisticated marketers. Acxiom’s solutions help clients organize, cleanse and store data in a secure and compliant fashion and will substantially enhance our ability to provide marketing insights and actions to our clients.

We list approximately 100 of our companies on our website under the “Our Companies” section, with descriptions, case studies, social media channels and office locations for each. To learn more about our broad range of capabilities, visit our website at www.interpublic.com.
### Organizational Profile

#### Universal Standards

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-3</td>
<td>Complete</td>
</tr>
</tbody>
</table>

Report the location of the organization's headquarters

909 Third Avenue, New York, New York 10022
Organizational Profile
Universal Standards

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-4</td>
<td>Complete</td>
</tr>
</tbody>
</table>

Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.

IPG is a global company with offices in over 110 countries.

IPG continues to invest in and expand our presence in high-growth and strategic geographic regions. In recent years, we have made significant investments in Brazil, India and China, further strengthening our position in these important developing markets. Our operations in India are best-in-class, and we will continue to invest in partnerships and talent in this key market. We also hold a majority stake in the Middle East Communication Networks (“MCN”), among the region’s premier marketing services companies. MCN is headquartered in Dubai, with offices across 13 countries. In China, where we operate with all of our global networks and across the full spectrum of marketing services, we continue to invest organically in the talent of our agency brands and opportunistically acquire specialty offerings. Additional areas of investment include key strategic markets in North America, Asia Pacific, Latin America and Africa.

Headquarters

New York
909 Third Avenue
New York, NY 10022
United States
Phone: (212) 704-1200

Regional Office US

13801 FNB Parkway
Omaha, NE
68154
United States
Phone: (402) 965-4800

Regional Office Europe

3 Grosvenor Gardens
London, SW1W OBD
England
Phone: +44 (0) 20 7082 0120
Report the nature of ownership and legal form

IPG is a publicly traded company.

Details regarding the nature of ownership of Interpublic Group may be found within the Annual Report and the Annual Form 10K- Item 1 Business:

investors.interpublic.com
We are one of the world’s premier global advertising and marketing services companies. Through our 54,000 employees in all major world markets, our companies specialize in consumer advertising, digital marketing, communications planning and media buying, public relations and specialized communications disciplines. Our agencies create customized marketing programs for clients that range in scale from large global marketers to regional and local clients. Comprehensive global services are critical to effectively serve our multinational and local clients in markets throughout the world as they seek to build brands, increase sales of their products and services, and gain market share.

The work we produce for our clients is specific to their unique needs. Our solutions vary from project-based activity involving one agency to long-term, fully integrated campaigns created by multiple IPG agencies working together. With offices in over 110 countries, we can operate in a single region or deliver global integrated programs.

Our geographic revenue breakdown is listed below:

<table>
<thead>
<tr>
<th>Region</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic</td>
<td>62.3%</td>
<td>60.2%</td>
<td>59.9%</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>8.5%</td>
<td>9.1%</td>
<td>8.6%</td>
</tr>
<tr>
<td>Continental Europe</td>
<td>8.2%</td>
<td>8.6%</td>
<td>8.6%</td>
</tr>
<tr>
<td>Asia Pacific</td>
<td>10.8%</td>
<td>12.1%</td>
<td>12.2%</td>
</tr>
<tr>
<td>Latin America</td>
<td>4.2%</td>
<td>4.0%</td>
<td>4.3%</td>
</tr>
<tr>
<td>Other</td>
<td>5.9%</td>
<td>6.0%</td>
<td>6.4%</td>
</tr>
<tr>
<td>Total Consolidated</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
Report the scale of the organization, including: total number of employees, total number of operations, net sales or net revenues, total capitalization broken down in terms of debt and equity, quantity of products or services provided.

IPG is a global company with employees and operations in more than 110 countries.

As of December 31, 2018, IPG employed approximately 54,000 people. IPG agencies are located in over 110 countries, including every significant world market. Our geographic revenue breakdown is listed below, as is our consolidated revenue for the last three years.

<table>
<thead>
<tr>
<th>% of Total Revenue</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic</td>
<td>62.3%</td>
<td>60.2%</td>
<td>59.9%</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>8.5%</td>
<td>9.1%</td>
<td>8.6%</td>
</tr>
<tr>
<td>Continental Europe</td>
<td>8.2%</td>
<td>8.6%</td>
<td>8.6%</td>
</tr>
<tr>
<td>Asia Pacific</td>
<td>18.8%</td>
<td>12.1%</td>
<td>12.2%</td>
</tr>
<tr>
<td>Latin America</td>
<td>4.2%</td>
<td>4.0%</td>
<td>4.3%</td>
</tr>
<tr>
<td>Other</td>
<td>5.9%</td>
<td>6.0%</td>
<td>6.4%</td>
</tr>
<tr>
<td>Total Consolidated</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Total Revenue Year Ended Dec 31st (in millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
</tr>
<tr>
<td>$10,221.30</td>
</tr>
<tr>
<td>2018</td>
</tr>
<tr>
<td>$9,714.40</td>
</tr>
<tr>
<td>2017</td>
</tr>
<tr>
<td>$9,047.60</td>
</tr>
</tbody>
</table>
Organizational Profile

Universal Standards

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
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</thead>
<tbody>
<tr>
<td>102-9</td>
<td>Complete</td>
</tr>
</tbody>
</table>

Describe the organization’s supply chain.

Understanding and Monitoring the Conduct and Impact of our Supply Chain

Each year, IPG spends over $2 billion on products and services from more than 75,000 suppliers around the world.

The Global Sourcing & Procurement (GS&P) function at IPG leverages the collective buying power of all of our agencies across the world and applies a disciplined approach to sourcing and procurement in the categories where we have significant spend, including pass thru spend.

GS&P follows a standard strategic sourcing process. Included in the process is a due diligence phase during which we assess a number of key criteria, including the financial strength, capabilities, capacity, quality of products and services, commitment to diversity and sustainability, and the total cost of ownership associated with suppliers we do business with. Read more about this in our Supplier Code of Conduct.

Supplier diversity and sustainability are key components of our strategic sourcing process and our current and potential clients are highly interested in our approach. We are firmly committed to providing an inclusive environment for minority- and women-owned businesses.

On an ongoing basis, we conduct business review meetings with our key suppliers during which we discuss the feedback we have received from our business units regarding the supplier’s performance. In conjunction with supplier reviews, we continually assess the competitive landscape within each of our key supplier verticals. Based upon the feedback received from the business units and the competitive landscape, RFP timelines are established to ensure IPG agencies and clients are receiving best-in-class service and pricing.
IPG understands that suppliers are independent entities, but the business practices and actions of a supplier may significantly impact and/or reflect upon us, our reputation and our brands. Because of this, and because we are committed to operating sustainably, IPG expects all suppliers and their employees, agents and subcontractors (their representatives) to adhere to the IPG Code of Conduct while they are conducting business with and/or on behalf of IPG.
Report any significant changes during the reporting period regarding the organization’s size, structure, ownership, or its supply chain, including: Changes in the location of, or changes in, operations, including facility openings, closings, and expansions Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination

There have been no significant changes during the reporting period in IPG’s size, structure, ownership, or supply chain.

IPG’s relationships with suppliers are governed by our Supplier Code of Conduct which asks that IPG suppliers follow the IPG Code of Conduct. In addition, and as indicated in the Supplier Code, IPG expects that its suppliers share the same social responsibility as IPG with regard to sustainability, diversity, human rights and equal opportunity in the workplace.

During 2018, we completed five acquisitions, one of which was included in the IAN reportable segment, three of which were included in the CMG reportable segment, and Axiom which is included in the “Corporate and other” group. These acquisitions include a full-service digital agency based in Brazil, an entertainment marketing and brand licensing agency in the fashion and lifestyle sector based in the U.K., a content-focused social creative agency based in the U.K., a data and technology company based in the U.S., and a content production firm based in Israel. During 2018, we recorded approximately $2,131.0 of goodwill and other intangible assets related to our acquisitions.

During 2017, we completed ten acquisitions, eight of which were included in the Integrated Agency Networks (“IAN”) operating segment, and two of which were included in the Constituency Management Group (“CMG”) operating segment. These acquisitions included a digital marketing agency based in the U.S., a data science and business intelligence firm based in the U.S. with operations in China, an advertising and consulting company based in Indonesia, a strategic communications agency based in the U.K., an independent creative agency based in the U.K., a retail branding and design firm based in the U.S., a content creation and marketing agency based in the Netherlands, an independent media agency and digital consultancy based in Finland, and an integrated marketing communications agency based in Canada. During 2017,
we recorded approximately $62.0 of goodwill and intangible assets related to our acquisitions.

During 2016, we completed ten acquisitions, three of which were included in the IAN operating segment, and seven of which were included in the CMG operating segment. The most significant acquisitions included a product and service design consultancy based in the U.S., an integrated healthcare marketing communications agency based in the U.S., a content creation and digital agency with offices in the U.S. and the U.K., a mobile consultancy and application development agency based in the U.K., a full-service public relations and digital agency based in China, a search engine optimization and digital content marketing agency based in the U.K., and a mobile-focused digital agency based in the U.K. During 2016, we recorded approximately $149.0 of goodwill and intangible assets related to these acquisitions.
Organizational Profile
Universal Standards

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-11</td>
<td>Complete</td>
</tr>
</tbody>
</table>

Report whether and how the precautionary approach or principle is addressed by the organization.

The precautionary approach generally applies to manufacturing, rather than service companies. Since IPG is a provider of marketing services, we do not consider the precautionary approach.
Organizational Profile
Universal Standards

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
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</thead>
<tbody>
<tr>
<td>102-12</td>
<td>Complete</td>
</tr>
</tbody>
</table>

List externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses

IPG is committed to good corporate citizenship.

IPG is committed to operating as sustainably as possible. And we define sustainability broadly to include diversity and inclusion, the betterment of our communities and conducting our business in a way that is in sync with the long-term health of our planet.

IPG is a participant in the United Nations Global Compact, an initiative that encourages companies to align strategies and operations with universal principles on human rights, labor, environment and anti-corruption, and to report on the actions the company takes to advance these societal goals. Additionally, we are part of Common Ground, an initiative that brings together the companies in our sector in support of the UN Sustainable Development Goals. IPG has adopted Goal #6, access to water and sanitation, and is working on a number of initiatives in support of this goal including a partnership with charity: water that funded a rehabilitated hand pump for a well in Ethiopia, a community where about 70% of the population previously lacked access to clean water.

We also aim to strengthen the communities where our employees live and work. Every day, around the world, teams from our agencies are working in their local markets on projects that include raising awareness of mental health, domestic violence and women’s empowerment in its offices and celebrating diversity and equal rights around the world.

Each year, IPG contributes financially as well as through in-kind donations to many organizations focused on economic justice, environmental, health and social impact, that have a positive effect on the communities where our employees live and work. Below is a list of some of the organizations to which IPG has contributed during the past year.

The Advertising Council, Inc.

Advertising Educational Foundation
American Museum of Natural History
American Red Cross
The Apollo Theater Foundation
Baruch College Fund
Catalyst
charity: water
Committee Encouraging Corporate Philanthropy
Dress for Success Worldwide
The Fresh Air Fund
The Fund for Public Schools – IPG Scholarships
Holy Apostles Soup Kitchen
James Lenox House Association
LiLY
Lincoln Center Corporate Fund
Muscular Dystrophy Association
National Association of Basketball Coaches Foundation
National Center on Addiction and Substance Abuse
National Medical Fellowships
National Kidney Foundation
New York City Center
The New York Pops
New York Presbyterian Hospital
NYC Outward Bound Center
NYWICI Foundation
Partnership for Drug-Free Kids
Partnership for New York City
Ronald McDonald House of New York
She Runs It
St. Francis Food Pantries & Shelters
The New Jersey Sharing Network
The Paley Center for Media
The Wrap Women Foundation
UJA Federation
United Nations Foundation
Whitney Museum of American Art
**Organizational Profile**

**Universal Standards**

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
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</thead>
<tbody>
<tr>
<td>102-13</td>
<td>Complete</td>
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</tbody>
</table>

List memberships of associations and national or international advocacy organizations to which the organization holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues, views membership as strategic.

IPG takes its role as a corporate citizen seriously. This includes membership and leadership roles in trade associations as well as community organizations that impact the lives of communities where our employees live and work.

IPG and its agencies support numerous national and international advocacy organizations that are strategic to our business and impact communities where our employees live and work. A representative list is below.

**INTERPUBLIC GROUP MEMBERSHIPS OF ASSOCIATIONS AND ORGANIZATIONS**

<table>
<thead>
<tr>
<th>Organization</th>
<th>Agency</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>3% Movement</td>
<td>MullenLowe U.S.</td>
<td>Advisory Board Member</td>
</tr>
<tr>
<td>4A’s Communications Committee</td>
<td>MullenLowe U.S.</td>
<td>Committee Member</td>
</tr>
<tr>
<td>4A’s New England Regional Board</td>
<td>MullenLowe U.S.</td>
<td>Board Member</td>
</tr>
<tr>
<td>4A’s OOH Committee</td>
<td>Rapport</td>
<td>Committee Member</td>
</tr>
<tr>
<td>4A’s Strategy Committee</td>
<td>MullenLowe U.S.</td>
<td>Member</td>
</tr>
<tr>
<td>4A’s Talent Conference</td>
<td>Hill Holliday</td>
<td>Member</td>
</tr>
<tr>
<td>A Place at the Table</td>
<td>Octagon</td>
<td>Member</td>
</tr>
<tr>
<td>Academy of Motion Pictures, Arts and Sciences</td>
<td>Rogers &amp; Cowan</td>
<td>Member</td>
</tr>
<tr>
<td>Account Planning Group (APG)</td>
<td>LOLA MullenLowe</td>
<td>Board Member</td>
</tr>
<tr>
<td>Adcraft Club of Detroit</td>
<td>Campbell Ewald</td>
<td>Board Member</td>
</tr>
<tr>
<td>AdFed</td>
<td>Carmichael Lynch</td>
<td>Board Member</td>
</tr>
<tr>
<td>AdLedger</td>
<td>Reprise</td>
<td>Board Member</td>
</tr>
<tr>
<td>Ad Ops</td>
<td>MAGNA</td>
<td>Advisory Council</td>
</tr>
</tbody>
</table>
Adopt-A-Family Inc.
Advertising Agencies Association of India
Advising Council
Advising Educational Foundation (ANA Educational Foundation)
Advertising Foundation
Advertising Research Foundation
Agency Circle
Alex’s Lemonade Stand Foundation
Allie’s Friends Foundation
ALS of Arkansas
Alzheimer’s Foundation of America
American Advertising Federation
American Association of Advertising Agencies (4As)
American Dance Movement
American Diabetes Association
American Heart Association
American Library Association
American Lung Association in Rhode Island
American Marketing Association
American National Red Cross Rhode Island Chapter
Amos House
AMPAS
AMREF Board

Octagon
MullenLowe Lintas Group
Campbell Ewald, FCB, Hill Holliday, Initiative, McCann, MullenLowe US, Octagon, R/GA, Weber Shandwick
Deutsch, IW Group, McCann, R/GA, Weber Shandwick
MullenLowe Istanbul
Huge
303 MullenLowe
Tierney
Octagon
Octagon
Octagon
FCB, Hill Holliday, R/GA, Weber Shandwick
Rogers & Cowan
Octagon
Octagon
Huge
Octagon
Octagon
Rogers & Cowan
MullenLowe Profero
Member
Member
Member
Member
Member
Board Member, Substantive Funding, Council Member
Member
Board Member, Advisory Board Member
Board Member
Member
Member
Member
Member
Member, Advisory Board
Panel Member
Board Member, Committee Member, Council Member, Member
Member
Member
Committee Member
Member
Member
Member
Member
Member
Member
Member
Member
<table>
<thead>
<tr>
<th>Organization</th>
<th>Affiliation</th>
</tr>
</thead>
<tbody>
<tr>
<td>APG Consultancy Ltd Tokyo</td>
<td>Octagon Talent+Properties</td>
</tr>
<tr>
<td>APG Germany</td>
<td>GGH MullenLowe</td>
</tr>
<tr>
<td>Arizona State University College of Law Sports</td>
<td>Octagon Talent+Properties</td>
</tr>
<tr>
<td>Arthritis Foundation, New England Region</td>
<td>Octagon</td>
</tr>
<tr>
<td>Arthur W. Page Society</td>
<td>Golin, IW Group, Weber</td>
</tr>
<tr>
<td>ArtsBoston</td>
<td>Shandwick</td>
</tr>
<tr>
<td>Asian &amp; Pacific Islander American Chamber of Commerce &amp; Entrepreneurship</td>
<td>MullenLowe U.S.</td>
</tr>
<tr>
<td>Asian &amp; Pacific Islander American Scholarship Fund</td>
<td>IPG, IW Group</td>
</tr>
<tr>
<td>Asian American Advertising Federation</td>
<td>IW Group</td>
</tr>
<tr>
<td>Asian Americans Advancing Justice</td>
<td>IW Group</td>
</tr>
<tr>
<td>Asian Real Estate Association of America</td>
<td>IW Group</td>
</tr>
<tr>
<td>Asociación Española de Agencias de Comunicación Publicitaria (AEACP)</td>
<td>LOLA MullenLowe</td>
</tr>
<tr>
<td>Asociación Española de Anunciantes (AEA)</td>
<td>LOLA MullenLowe</td>
</tr>
<tr>
<td>Association Communication Publique (Public Communication Association)</td>
<td>MullenLowe France</td>
</tr>
<tr>
<td>ACA SA (Association for Communication and Advertising, South Africa)</td>
<td>MullenLowe South Africa</td>
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<td>Virgo Health</td>
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<td>Rogers &amp; Cowan</td>
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<td>Autism Charlotte</td>
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<td>Autism Project</td>
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<td>BalletX</td>
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<td>B-Corporation</td>
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<td>BAM</td>
<td>R/GA</td>
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<td>Barrington Education Foundation</td>
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<td>Barrington High School Parents Association: Afterprom</td>
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<td>Bayside YMCA</td>
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<tr>
<td>Bayuda en Acción Colombia</td>
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<td>Berlin School</td>
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BIMA, A MITX Organization
Blackstone Valley Prep Mayoral Academy
Bottom Line
Boys & Girls Club
Brain Injury Association of RI
Brand Activation Association
Brigham and Women’s Hospital
Bright Pink
Brighter Futures Zambia
Brightwater Culinary School
British Independent Film Association
Build Our Kids Success (BOKS)
C&F Bank
Canadian Council of Public Relations Firms
Canadian Foundation for AIDS Research
Canadian Foundation for Pharmacy
Canadian Public Relations Society
CARITAS Metro Richmond
Celiac Disease Foundation
Center for Asian American Media
Center for Asian Pacifics United for Self-Empowerment
Center for Environmental Farming Systems
Center of Resilience
Centre Street Food Pantry
Cerebral Palsy Alliance Research Foundation
Chamber RVA (formerly Greater Richmond Chamber)
Champions for Learning (Education Foundation)
Chicago Association of Direct Marketing
Chicago Children’s Choir
Chicago Foundation for Women
Chicago Ideas Week
Chicago Parks Foundation
Chicago Public Library Foundation
MullenLowe US
Octagon
Hill Holliday
Octagon
FCB/RED, FCB X
Hill Holliday
Golin, Octagon
MullenLowe Open
Octagon
MullenLowe London
Octagon
The Martin Agency
Weber Shandwick
Weber Shandwick
McCann Health
Weber Shandwick
The Martin Agency
Hill Holliday
IW Group
IW Group
Octagon
Octagon
Octagon
IPG Mediabrands
The Martin Agency
Octagon
FCB Chicago
Golin
FCB/RED
FCB
Octagon
FCB Chicago
Executive Committee
Member
Board of Directors
Member
Board Member
Board Member
Board Member, Member
Trustee
Member
Chairman
Member
Board Member
Member
Board Member
Executive Committee
Member
Board Member
Member
Board Member
Board Member
Member
Board Member
Board Member
Board Member
Board Member
Board Member
Member
Board Member
Board Member
Board Member
Board Member
Substantive Funding
Board Member
Chief Executives’ Club of Boston          Hill Holliday       Board of Governors
Child Care Services Association         Octagon            Member
Children’s Advocacy Center of Benton County Octagon          Member
Children’s Wish Group of RI             Octagon            Member
Circulo de Creativos del Paraguay       MullenLowe SSP3    President
Circumnavigators Foundation            Weber Shandwick   Member
City and County of San Francisco – Mayor’s Small Business Advisory Council IW Group   Member
City Center                              McCann            Board Member
City Year Boston                         Jack Morton       Board Member
City Year Providence                     Octagon            Member
Civil Institute of Advertising Auto-regulation (ICAP) FCB            Member
Clinton Global Initiative Disability Working Group Weber Shandwick   Member
Club de Creativos                        LOLA MullenLowe   Member
Coalition of Asian Pacifics in Entertainment IW Group       Board Member
Codelicious                              Octagon            Member
College for Creative Studies             Campbell Ewald   Member
College of Social Innovation             Jack Morton       Advisory Board
College Visions                          Octagon            Member
ColorComm                                Weber Shandwick   Board Member
Community Foundation                    Octagon            Member
Community Prep                           Octagon            Member
Community Scholarship Fund of Barrington Octagon          Member
Conetoe Family Life Center               Octagon            Member
Conservation Lands Foundation            Cassidy & Associates Board Member
Council on Foreign Relations             Weber Shandwick   Member
Creative Alliance                        Huge              Committee
Creative Council of South Africa         MullenLowe South Africa Member
Crossroads Education                     Octagon            Member
Crossroads Rhode Island                  Octagon            Member
Curiosity.com                            Weber Shandwick   Member
D&AD Advisory Board                      MullenLowe Group   Board Member
Dallaglio Foundation                     The Brooklyn Brothers Trustee
Day One                                  Octagon            Member
DePaul University                        Golin             Board Member
Direct Marketing Association of Detroit   Campbell Ewald   Board Member
DMA                                      FCB Chicago       Board Member
D-Show
Duke Global Health Institute
Duke of Edinburgh
Earth University
Economic Club
Economic Progress Institute
El Sol Festival
Eleven Fifty Academy
Elfreth’s Alley Association, a National Historic Landmark
Elizabeth Glaser Pediatric AIDS Foundation
Emma Pendleton Bradley Hospital
Epilepsy Foundation of America
Equity Lifestyle Properties, Inc.
European Sponsorship Association
Executives Club
Experian Client Advisory Board
Facebook Creative Council
Factory Theatre Toronto
Farm Fresh Rhode Island
Feeding America
Fenway Health
Film2Future
Financial Executives International
FindSpark
First Tee
Forbes Agency Council
Free The Bid
French Agencies Association (AACC)
Friends of Barrington Senior Center
Fort Hays State University Entrepreneurship Advisory Council
Fundacion Compaz Centro de Recursos para La Paz 2017
Futures & Options
GAIN/USAID
Campbell Ewald
Weber Shandwick
The Brooklyn Brothers
The Martin Agency
FCB Chicago, Octagon
Talent+Properties
Octagon
LOLA MullenLowe
Octagon
Tierney
Weber Shandwick
Octagon
Carmichael Lynch
The Martin Agency
Octagon
LOLA MullenLowe
Octagon

Board Member
Chairman,
Advisory Board Committee Member
Board Member
Member, Board of Directors
Member
Advisory Board Member
President
Board Member
Member
Board Member
Member
Committee Member
Member
Member
Board Member, Member
Member
Partnership Partner
Board Member
Member
Member
Member
Member
Member
Consulting Advisor
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<th>Role</th>
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<tr>
<td>Gaits of Harmony Therapeutic Riding</td>
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<td>Gamble Aware</td>
<td>Advisor</td>
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<td>GeoPath</td>
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<td>Girl Scouts of Eastern PA</td>
<td>Board Member</td>
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<tr>
<td>Girl Scouts of Central Indiana</td>
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<tr>
<td>Girl Scouts of Southeastern New England</td>
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<td>Girls on the Run</td>
<td>Volunteer</td>
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<td>Global Workspace (GWA)</td>
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<td>Gloria Gemma Breast Cancer Resource Foundation</td>
<td>Member</td>
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<tr>
<td>Golf Fights Cancer</td>
<td>Member</td>
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<tr>
<td>Golf For All</td>
<td>Member</td>
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<td>Golf Foundation of RI Button Hole</td>
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<td>Goodman Theatre</td>
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<td>Greater Boston Chamber of Commerce</td>
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<td>Greater Portland Boys &amp; Girls Club</td>
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<td>Greater Richmond ARC</td>
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<td>Greater Richmond Partnership</td>
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<td>Greater Providence YMCA</td>
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<td>Greater West Point YMCA</td>
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<td>Highlander Charter School</td>
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<td>HK Board for the Wilson Global Initiative</td>
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<td>Hockomock Area YMCA</td>
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<td>Hole in the Wall Gang Camp</td>
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<td>Hope Hospice &amp; Palliative Care Rhode Island</td>
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<td>IAB (Interactive Advertising Bureau)</td>
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<td>I-COM Chief Data Officer Council</td>
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<td>Organization</td>
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<td>Inspiring Minds</td>
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<td>Iona Women’s Advisory Board</td>
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<td>IPA Council</td>
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<td>IPG Media Futures Group</td>
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<td>Japanese American Citizens League</td>
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<td>Japanese American Cultural &amp; Community Center</td>
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<td>JNBA</td>
<td>Carmichael Lynch Relate</td>
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<td>Joe Andruzzi Foundation</td>
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<td>Journal of Communication in Healthcare</td>
<td>Virgo Health</td>
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<td>Junior Achievement of Rhode Island</td>
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<td>Carmichael Lynch, Hill Holliday, New Honor Society</td>
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<td>MGGB</td>
<td>MullenLowe London</td>
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<td>Marketing Committee for Old City District</td>
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<td>Marketing Society of the UK</td>
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<td>Marriott Foundation</td>
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<td>Mas Mujeres Creativas (More Creative Women)</td>
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MassART
Media360
Media Federation of Australia (MFA)
Media For All (MEFA)
Meet Minneapolis, Convention and Visitors Association
Meeting Street
Mercy Hospital Foundation
Miami Ad School
Minneapolis Community Alliance
Minneapolis Downtown Council
Mpls MadWomen
Museum of Work and Culture
Musicopia
NABS Fast Forward
National 4-H Council
National Association for Corporate Directors, New England Chapter
National Association of Asian American Professionals
National Fallen Firefighters Foundation
National Gallery Singapore
National Kidney Foundation
National Student Advertising Competition
NC Junior Chef Competition
NCH Healthcare Foundation
Network of Executive Women
NetBase Customer Advisory Board
New Leash on Life
New York Women in Communications (NYWICI)
Nextech
Ngee Ann Polytechnic School of Film & Media Studies
NHS Blood and Transplant Liver Advisory Group
MullenLowe US
MullenLowe London
303 MullenLowe
MullenLowe London
Carmichael Lynch Relate
Octagon
Octagon
GGH MullenLowe, R/GA
Carmichael Lynch Relate
Carmichael Lynch Relate
Carmichael Lynch
Octagon
Tierney
Octagon
MullenLowe London
Dailey
Hill Holliday
IW Group
Octagon
MullenLowe Group APAC
Initiative
Hill Holliday
Octagon
Octagon
Octagon
Carmichael Lynch Relate
Tierney
Weber Shandwick
Octagon
MullenLowe Group APAC
Virgo Health
Advisory Board
Advisory Board
Member
Founding Member
Board Member
Member
Member, Board Member
Member
Member
Committee Member
Member
Member
Board Member
Chairman
Board Member
Advisory Council
Committee Member
Advisory Member
Board Member
Member
Member
Member
Member
Advisory Board Member
Board Member
President, Board Member
Advisory Member
Member
Lay Advisor
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<th>Member/Chair/Board Member</th>
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<tr>
<td>NHS Research, Innovation and Novel Technologies Advisory Group</td>
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<td>Nielsen</td>
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<td>Northwest Arkansas Children’s Shelter</td>
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<tr>
<td>Northwest Arkansas Food Bank</td>
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<td>NYU Tisch School of Fine Arts</td>
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<td>OCA National</td>
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<td>Off the Street Club</td>
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<td>Old Colony Habitat for Humanity</td>
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<td>One Club</td>
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<td>One Million Degrees</td>
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<td>Origen</td>
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<td>Our Sister’s School</td>
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<td>Paley Center for Media</td>
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<td>Palmetto Ridge High</td>
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<td>Paraguayan Association of Advertising Agencies</td>
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<td>Parsons New School of Design</td>
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<td>Partnerships Panel Committee</td>
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<td>Pathology Quality and Clinical Governance Committee</td>
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<td>PBS</td>
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<td>PeaceLove Foundation</td>
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<td>Pilobolus Dance Theater</td>
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<td>Point Foundation</td>
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<td>PR Council</td>
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<td>President’s Advisory Council on Doing Business In Africa</td>
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<td>President’s Commission on Asian Americans and Pacific Islanders</td>
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<tr>
<td>Organization</td>
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<td>Project Art</td>
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<td>Project Lead the Way</td>
<td>Octagon</td>
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<td>Project Undercover</td>
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<td>PRSA Foundation</td>
<td>Carmichael Lynch Relate, Weber Shandwick</td>
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<td>PRSA Los Angeles</td>
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<td>Providence After School Alliance</td>
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<td>Providence Children’s Museum</td>
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<td>RADA</td>
<td>MullenLowe London</td>
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<td>Raleigh City Farm</td>
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<td>Red Sox Foundation</td>
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<tr>
<td>Rhode Island Community Food Bank</td>
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<td>Rhode Island Parent Information Network</td>
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<td>Rhode Island Public Radio</td>
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<td>Rhode Island Sponsoring Education (RISE)</td>
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<td>Richmond Forum</td>
<td>The Martin Agency</td>
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<td>Right to Play</td>
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<td>Ron Brown Scholar Program</td>
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<td>Ronald MacDonald House</td>
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<td>Roosevelt University</td>
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<td>Route – The Audience Research Body for Outdoor Advertising</td>
<td>Rapport</td>
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<td>San Miguel School</td>
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<td>Sarah Hardwig Golf Outing</td>
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<td>She Runs It (formerly Advertising Women of New York)</td>
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<td>Sophia Academy</td>
<td>Octagon</td>
</tr>
<tr>
<td>Somerset House</td>
<td>MullenLowe London</td>
</tr>
<tr>
<td>Spanbild Holdings Ltd</td>
<td>FCB</td>
</tr>
<tr>
<td>Special Olympics International</td>
<td>Octagon</td>
</tr>
<tr>
<td>Organization</td>
<td>Agency</td>
</tr>
<tr>
<td>---------------------------------------------------------------</td>
<td>---------------------------------------------</td>
</tr>
<tr>
<td>The National Institute for Health and Care</td>
<td>Virgo Health</td>
</tr>
<tr>
<td>Excellence (NICE)</td>
<td></td>
</tr>
<tr>
<td>The Path to Purchase Institute</td>
<td>FCB/RED</td>
</tr>
<tr>
<td>The Performance Theatre</td>
<td>Weber Shandwick</td>
</tr>
<tr>
<td>The Point Foundation</td>
<td>Rogers &amp; Cowan</td>
</tr>
<tr>
<td>The Providence Center</td>
<td>Octagon</td>
</tr>
<tr>
<td>The Rotary Club</td>
<td>Octagon</td>
</tr>
<tr>
<td>The Seminar</td>
<td>IW Group</td>
</tr>
<tr>
<td>The Shockoe Partnership</td>
<td>The Martin Agency</td>
</tr>
<tr>
<td>The Sports Museum</td>
<td>Octagon</td>
</tr>
<tr>
<td>The United Way of Southeastern PA and Southern New Jersey</td>
<td>Tierney</td>
</tr>
<tr>
<td>ThinkLA</td>
<td>Deutsch</td>
</tr>
<tr>
<td>Tide’s Family Services</td>
<td>Octagon</td>
</tr>
<tr>
<td>Time’s Up Advertising</td>
<td>The Martin Agency, McCann</td>
</tr>
<tr>
<td>Tokyo Advertising Health Insurance Association</td>
<td>McCann</td>
</tr>
<tr>
<td>Turkish Advertising Association</td>
<td>MullenLowe Istanbul</td>
</tr>
<tr>
<td>UCLA Communications Dept</td>
<td>Rogers &amp; Cowan</td>
</tr>
<tr>
<td>UK Effies Committee</td>
<td>MullenLowe London</td>
</tr>
<tr>
<td>UN Commission on Lifesaving Commodities for Women and Children</td>
<td>McCann Health</td>
</tr>
<tr>
<td>UN Every Woman Every Child Initiative</td>
<td>McCann Health</td>
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<td>UN Foundations Communications Corps Advisory Panel</td>
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<td>UN Private Sector Constituency of the Partnership for Maternal, Newborn and Child Health</td>
<td>McCann Health</td>
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<tr>
<td>UN Program for Private Sector Partnerships</td>
<td>McCann Health</td>
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<tr>
<td>UNC School of Media and Journalism</td>
<td>FCB</td>
</tr>
<tr>
<td>UNHCR Advisory Council</td>
<td>Weber Shandwick</td>
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<tr>
<td>Unión Colombiana de Empresas</td>
<td></td>
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<tr>
<td>Publicitarias – Colombian Association of Advertising Agencies (UCEP)</td>
<td>MullenLowe SSP3</td>
</tr>
<tr>
<td>Union of French Media Agencies (UDECAM) IPG Mediabrands</td>
<td></td>
</tr>
</tbody>
</table>
University of Delaware Alfred Lerner College of Business & Economics
Leadership Advisory Board
University of Florida Public Relations Advisory Council
Member
University of Georgia’s Grady School
Golin
Member
University of Iowa
Golin
Member
University of Minnesota Journalism School
Carmichael Lynch Relate
Board Member
University of Minnesota’s National Diversity Board
Carmichael Lynch
Board Member
University of Southern California PR Advisory Council
Golin, IW Group
Member
University of Wisconsin
Golin
Board Member
University of Wisconsin – Madison, School of Journalism and Mass Communications
MullenLowe U.S.
Board of Visitors
URI Foundation – Golf Team
Octagon
Member
U.S. African Development Foundation
Weber Shandwick
Chairman
U.S. Ultimate Association
Jack Morton
Chair of Board of Directors
USAID Advisory Committee on Voluntary Foreign Aid
Weber Shandwick
Advisory Committee
USC Center for Public Relations
Golin
Board Member
USGA
Octagon
Member
VCU Brandcenter
FCB, MullenLowe U.S.
Board Member
VCU Robertson School of Media & Culture
The Martin Agency
Chair of Advisory Committee
Venture Richmond
The Martin Agency
Board Member
Virginia Commonwealth University
R/GA
Board Member
Virginia Film Festival
The Martin Agency
Board Member
Virginia Tech Department of Communication
The Martin Agency
Board Member
Virginia Tech Pamplin College of Business
FCB
Board of Trustees
VNA Health Group
Weber Shandwick
Member
WACL – Gather Committee
MullenLowe London
Member
WACL – Vote 100 Committee
The Brooklyn Brothers
Member
Warehouse Project & Gallery
FCB Chicago
Board Member
Weave Youth & Community Services
Jack Morton
Board Member
Western Connecticut State University Marketing Advisory Council
IW Group
Member
Wharton School of Business: Wharton Future of Advertising Program
Deutsch
Global Advisory Board
<table>
<thead>
<tr>
<th>Organization</th>
<th>Club/Agency</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wine and Business Club</td>
<td>WISE</td>
<td>Member</td>
</tr>
<tr>
<td>Women in Sports &amp; Events</td>
<td>Octagon</td>
<td>Octagon</td>
</tr>
<tr>
<td>Women’s Fund of Central Indiana</td>
<td>Octagon</td>
<td>Octagon</td>
</tr>
<tr>
<td>Women’s Leadership Network</td>
<td>Octagon</td>
<td>Octagon</td>
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<tr>
<td>Woonsocket Education Department</td>
<td>Octagon</td>
<td>Octagon</td>
</tr>
<tr>
<td>World Business Chicago</td>
<td>Octagon</td>
<td>Octagon</td>
</tr>
<tr>
<td>Wounded Warrior</td>
<td>Octagon</td>
<td>Octagon</td>
</tr>
<tr>
<td>WTA</td>
<td>Octagon, Tierney</td>
<td>Octagon</td>
</tr>
<tr>
<td>Year Up</td>
<td>Octagon</td>
<td>Octagon</td>
</tr>
<tr>
<td>YMCA Arts and Letters Foundation</td>
<td>YMCA</td>
<td>Octagon, Tierney</td>
</tr>
<tr>
<td>YMCA</td>
<td>Octagon, Tierney</td>
<td>Octagon, Tierney</td>
</tr>
<tr>
<td>Young Presidents Organization</td>
<td>The Martin Agency</td>
<td>Member</td>
</tr>
<tr>
<td>Youth Pride</td>
<td>The Martin Agency</td>
<td>Member</td>
</tr>
<tr>
<td>YPO Washington DC</td>
<td>HUGE</td>
<td>Member</td>
</tr>
<tr>
<td>Zero Touch Digital</td>
<td>The Martin Agency</td>
<td>Member</td>
</tr>
<tr>
<td>MullenLowe France</td>
<td>Octagon</td>
<td>Member</td>
</tr>
<tr>
<td>National Chairperson</td>
<td>Octagon</td>
<td>Member</td>
</tr>
<tr>
<td>Wounded Warrior</td>
<td>Octagon</td>
<td>Member</td>
</tr>
<tr>
<td>WTA</td>
<td>Octagon</td>
<td>Member</td>
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</tr>
<tr>
<td>Zero Touch Digital</td>
<td>The Martin Agency</td>
<td>Member</td>
</tr>
</tbody>
</table>
## Organizational Profile

### Universal Standards

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference / Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-1</td>
<td>Complete</td>
<td>Report the name of the organization</td>
<td>Interpublic Group of Companies, Inc.</td>
<td></td>
</tr>
<tr>
<td>102-2</td>
<td>Complete</td>
<td>Report the primary activities, brands, products and services</td>
<td>IPG operates in all major world markets – our companies specialize in consumer advertising, digital marketing, communications planning and media buying, public relations and specialized communications disciplines.</td>
<td></td>
</tr>
<tr>
<td>102-3</td>
<td>Complete</td>
<td>Report the location of the organization’s headquarters</td>
<td>909 Third Avenue, New York, New York 10022</td>
<td></td>
</tr>
<tr>
<td>102-4</td>
<td>Complete</td>
<td>Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report</td>
<td>IPG is a global company with offices in over 110 countries.</td>
<td></td>
</tr>
<tr>
<td>102-5</td>
<td>Complete</td>
<td>Report the nature of ownership and legal form</td>
<td>IPG is a publicly traded company.</td>
<td></td>
</tr>
<tr>
<td>102-6</td>
<td>Complete</td>
<td>Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).</td>
<td>We are one of the world’s premier global advertising and marketing services companies.</td>
<td></td>
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<tr>
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<td></td>
</tr>
<tr>
<td>102-7</td>
<td>Complete</td>
<td>Report the scale of the organization, including: total number of employees, total number of operations, net sales or net revenues, total capitalization broken down in terms of debt and equity, quantity of products or services provided</td>
<td>IPG is a global company with employees and operations in more than 110 countries.</td>
<td></td>
</tr>
<tr>
<td>102-9</td>
<td>Complete</td>
<td>Describe the organization’s supply chain.</td>
<td>Understanding and Monitoring the Conduct and Impact of our Supply Chain</td>
<td></td>
</tr>
<tr>
<td>102-10</td>
<td>Complete</td>
<td></td>
<td></td>
<td></td>
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<tr>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Report any significant changes during the reporting period regarding the organization’s size, structure, ownership, or its supply chain, including:</strong> Changes in the location of, or changes in, operations, including facility openings, closings, and expansions Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>There have been no significant changes during the reporting period in IPG's size, structure, ownership, or supply chain.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>102-11</th>
<th>Complete</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Report whether and how the precautionary approach or principle is addressed by the organization</strong></td>
<td></td>
</tr>
<tr>
<td>The precautionary approach generally applies to manufacturing, rather than service companies. Since IPG is a provider of marketing services, we do not consider the precautionary approach.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>102-12</th>
<th>Complete</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>List externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses</strong></td>
<td></td>
</tr>
<tr>
<td>IPG is committed to good corporate citizenship.</td>
<td></td>
</tr>
<tr>
<td>102-13</td>
<td>Complete</td>
</tr>
<tr>
<td>---</td>
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</tr>
<tr>
<td><strong>List memberships of associations and national or international advocacy organizations to which the organization holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues, views membership as strategic.</strong></td>
<td></td>
</tr>
<tr>
<td><strong>IPG takes its role as a corporate citizen seriously. This includes membership and leadership roles in trade associations as well as community organizations that impact the lives of communities where our employees live and work.</strong></td>
<td></td>
</tr>
</tbody>
</table>
Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization’s strategy for addressing sustainability

Message from Michael Roth, Chairman and CEO of Interpublic

This year, IPG has continued to strengthen our commitment to operating sustainably. We define sustainability broadly as conducting our business ethically, committing to create marketing messages that promote sustainable consumption patterns, minimizing our environmental impact, and fostering a culture of inclusion and equity. Our sustainable operations are aligned with the long-term health of the communities where our employees live and work.

In this, our fifth year of reporting on our sustainability initiatives utilizing the GRI framework, we have continued to strengthen our commitment. This year, we expanded the measurement of our emissions and other environmental impacts using GHG Protocol Corporate Standards to include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year’s disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%). And, in terms of our greenhouse gas emissions, we remain committed to our Scope 2 relative intensity target for 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.

We once again renewed our support of the United Nations Global Compact and committed to uphold the Compact’s 10 principles in the areas of environmental sustainability, fair labor practices, human rights and anti-corruption.

This year, IPG has continued its support of United Nations Sustainable Development Goal #6, access to water and sanitation for all, along with our other purpose-driven work that aligns with IPG’s role as a member of the Business Roundtable and a signatory to its new Statement on the Purpose of a Corporation, which aims to promote an economy that serves all Americans.

Throughout the year, IPG agencies continue to engage on issues of concern in their local
communities and globally. Recent projects have included promoting organic farming, breaking down gender stereotypes and bringing awareness to mental health. Doing what’s right for our communities is an important part of our DNA and of our history. It’s also critical to our continued success.

The single most important factor in our company’s success is talent – our human capital. And our talent is drawn from people of varying ages, backgrounds, cultures, faiths, genders, physical abilities, races, gender identity, and sexual orientations – to name but a few of the qualities that make each of us unique. As part of our human capital management, IPG has committed substantial resources and expertise to increasing diversity in our ranks and to forging a sustainable culture of inclusion at our company. This past year, IPG’s diversity and inclusion group executed programs that reached thousands of people around the network. At IPG, we encourage, protect and celebrate our diversity, understanding its importance to our success as an employer, and in the marketplace. We also work to ensure that we provide world-class benefits, training and career development for our talent.

We remain committed to working to deepen and broaden our commitment to sustainability during the year ahead. You can read more about IPG’s commitment to communities where our employees live and work is featured in the Sustainability and Purpose area of our website.
<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference / Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-14</td>
<td>Complete</td>
<td>Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability</td>
<td>Message from Michael Roth, Chairman and CEO of Interpublic</td>
</tr>
</tbody>
</table>
Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics

Interpublic’s Code of Conduct forms the foundation of how we interact with one another, with our vendors and with our clients. It helps ensure that we operate ethically and transparently as we perform our jobs.

It is the policy of Interpublic Group that all marketing communications or services that are prepared or provided by an Interpublic Company should not in any respect be false, deceptive or misleading. Additionally, all marketing communications or services should be prepared in compliance with local customs and laws regulating marketing communication or services and should be an honest communication.

All marketing communication or services prepared or offered by Interpublic Group should take into account the customs or cultures of any given society to which the communication is intended.

Interpublic’s Code of Conduct forms the foundation of how we interact with one another, with our vendors and with our clients. It helps ensure that we operate ethically and transparently as we perform our jobs. Each year, employees are required to take a course that reviews the code and focuses on particularly relevant topics in the code. We have had great success with employee participation in these courses. Participation rates for the past two years follow:

For 2017 Code of Conduct: 97%

For 2018 Code of Conduct: 95%
<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
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<th>UN Global Compact Principle Alignment</th>
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</thead>
<tbody>
<tr>
<td>102-16</td>
<td>Complete</td>
<td>Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics</td>
<td>Interpublic’s Code of Conduct forms the foundation of how we interact with one another, with our vendors and with our clients. It helps ensure that we operate ethically and transparently as we perform our jobs.</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
</tbody>
</table>
Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.

Our Proxy Statement provides detailed information on our governance structure.

Information on the governance structure of IPG including the committees of the highest governance body which are responsible for decision-making on economic, environmental and social impacts can be found in the Corporate Governance Section of our Proxy Statement beginning on page 9.

Detailed charters for several important IPG board committees can be found on the IPG website in the Corporate Governance Section:

- **Audit Committee Charter**
- **Corporate Governance Committee Charter**
- **Compensation Committee Charter**
<table>
<thead>
<tr>
<th>GRI Indicator</th>
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<tbody>
<tr>
<td>102-18</td>
<td>Complete</td>
<td>Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts</td>
<td>Our Proxy Statement provides detailed information on our governance structure.</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
</tbody>
</table>
Provide a list of stakeholder groups engaged by the organization

Note this response will be cross-referenced for Disclosures 102-40, 102-42 and 102-43

102-40: Provide a list of stakeholder groups engaged by the organization.

102-42: Report the basis for identification and selection of stakeholders with whom to engage.

102-43: Report the organization’s approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

Interpublic Group’s most important stakeholders are our clients, our employees and our investors.

We work with our clients to ensure that the marketing communications programs we design for them are most efficiently and effectively moving their businesses forward. In order to ensure that our clients are successful and that we maintain our competitive positioning in the marketplace, we must always make certain that our business is aligned with clients’ changing needs and the ever-changing consumer landscape. Ours is a talent business and, to serve our clients in the best way possible, we must recruit and retain top talent.

Finally, as a public company, it’s essential that we meet the expectations of our shareholders who make it possible for us to do best-in-class work on behalf of our clients.

Interpublic Group conducted a materiality assessment with the assistance of our sustainability consultant, Governance & Accountability Institute, the exclusive data partner for the Global Reporting Initiative in the United States.

We conducted research with our clients, our employees and our investors. In addition, we had discussions with internal proxies representing these groups to learn more about which areas are critical for us to focus on in our sustainability strategy. We also engage regularly with these key stakeholder groups during our normal business operations. Increasingly we are receiving various questions and surveys from clients asking about particular aspects of our sustainability program...
which enable us to learn more about their areas of focus as well as their concerns.
Report the percentage of total employees covered by collective bargaining agreements.

The percentage of IPG employees covered by collective bargaining is zero – 0 percent.

Disclosure 102-41

Report the percentage of total employees covered by collective bargaining agreements

The percentage of IPG employees covered by collective bargaining is zero – 0 percent.

We have not had any labor union organizing activity at our offices in the United States, nor do we have any employees in the US who are covered by collective bargaining agreements. Some of our offices in Europe do have Works Councils – and IPG management teams at these offices work collaboratively and cooperatively with the Works Councils as applicable.
Stakeholder Engagement
Universal Standards

GRI Indicator | Reporting Level
102-43 | Complete

Report the organization’s approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

Note this response will be cross-referenced for Disclosures 102-40, 102-42 and 102-43

Disclosures 102-40, 42, 43

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Sustainability is a key priority for IPG as it is for our stakeholders, including employees, clients and shareholders.

Disclosure 102-44

Sustainability is a key priority for IPG as it is for our stakeholders, including employees, clients and shareholders.

At IPG, we define sustainability broadly to include minimizing our environmental footprint, ensuring diversity and inclusion at all of our companies, and giving back to communities where our employees live and work. Sustainability is a key priority for IPG as it is for our stakeholders, including employees, clients and shareholders. We regularly engage with each of these groups on these topics, as we do on all matters of mutual importance. IPG and its agencies work with clients on projects that highlight such matters of importance and many of these engagements are featured on the Sustainability and Purpose area of our website.

Recent work in this area has included:

- Partnering with charity: water to help bring water to communities in need
- Advancing diversity, equity and inclusion
- Raising awareness about waste reduction

For a more extensive summary of our sustainability programs, please visit the Sustainability and Purpose area of our website.
<table>
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<th>UN Global Compact Principle Alignment</th>
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<tbody>
<tr>
<td>102-40</td>
<td>Complete</td>
<td>Provide a list of stakeholder groups engaged by the organization</td>
<td>Note this response will be cross-referenced for Disclosures 102-40, 102-42 and 102-43</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
<tr>
<td>102-41</td>
<td>Complete</td>
<td>Report the percentage of total employees covered by collective bargaining agreements.</td>
<td>The percentage of IPG employees covered by collective bargaining is zero – 0 percent.</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
<tr>
<td>102-43</td>
<td>Complete</td>
<td>Report the organization’s approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.</td>
<td>Note this response will be cross-referenced for Disclosures 102-40, 102-42 and 102-43</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
<tr>
<td>102-44</td>
<td>Partial</td>
<td>Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.</td>
<td>Sustainability is a key priority for IPG as it is for our stakeholders, including employees, clients and shareholders.</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
<tr>
<td>GRI Indicator</td>
<td>Reporting Level</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------</td>
<td>-----------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-45</td>
<td>Complete</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

List all entities included in the organization’s consolidated financial statements or equivalent documents. Report whether any entity included in the organization’s consolidated financial statements or equivalent documents is not covered by the report. The organization can report on this Standard Disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.

Please see Part 1 - Item 1, Business, Page 2 of IPG 10K, which can be accessed at the following link:

a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.

Interpublic completed a comprehensive materiality process.

Interpublic completed a comprehensive materiality process with the assistance of The Governance & Accountability Institute, an independent third party. IPG examined the importance of each GRI indicator and various sustainability issues to key important stakeholder groups including our peers, largest clients, employees and investors.

We then reviewed the results with an internal team of senior management to make the final decisions on what is considered to be material to Interpublic and its stakeholders.

Based on this process, we selected our material aspects, indicators and report content.

We are continuing as an organization to engage with our stakeholders, and further examining what additional sustainability aspects are important to them and to our business. We will continue to update the report content to include the results of these engagements and considerations as we further develop our sustainability program.
List all the material topics identified in the process for defining report content

This year, IPG transitioned to the GRI Standards.

IPG undertook a comprehensive materiality analysis. Below are the GRI Standards topics covered in the report

GRI 201 – Economic Performance
GRI 203 – Indirect Economic Impacts
GRI 205 – Anti-Corruption
GRI 302 – Energy
GRI 305 – Emissions
GRI 308 – Supplier Environmental Assessment
GRI 401 – Employment
GRI 404 – Training and Education
GRI 405 – Diversity and Equal Opportunity
GRI 412 – Human Rights Assessment
GRI 414 – Supplier Social Assessment
GRI 415 – Public Policy
<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-48</td>
<td>Complete</td>
</tr>
</tbody>
</table>

Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements

There are no restatements of information provided in previous reports.
a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries

Interpublic has expanded its reporting boundary each year since 2014.

This year Interpublic continued to expand its calculation of GHG emissions by expanding our boundary to include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year’s disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).
Reporting period (such as fiscal or calendar year) for information provided

We are reporting on a calendar year cycle.
GRI Indicator 102-51 Reporting Level Complete

Date of most recent previous report

IPG published its last sustainability report in March of 2019. We update the Sustainability and Purpose information on our website on a frequent basis.
### Reporting Practice

#### Universal Standards

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-52</td>
<td>Complete</td>
</tr>
</tbody>
</table>

#### Reporting cycle

IPG reports annually.
The reporting organization shall report the following information: The contact point for questions regarding the report or its contents.

Jemma Gould, Senior Director, Corporate Responsibility and Communications 212-704-1327, Jemma.Gould@Interpublic.com
Report the GRI Content Index for the chosen option. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be in accordance with the Guidelines.

This report provides a GRI Standards Content Index and references the GRI Standards.

This report provides a GRI Standards Content Index and references the GRI Standards. This material references:

- GRI Standards 101: Foundation 2016
- GRI Standards 102: General Disclosures 2016
- GRI Standards 103: Management Approach 2016
- GRI Standards 203: Indirect Economic Impacts 2016
- GRI Standards 205: Anti-corruption 2016
- GRI Standards 302: Energy 2016
- GRI Standards 305: Emissions 2016
- GRI Standards 308: Supplier Environmental Assessment 2016
- GRI Standards 401: Employment 2016
- GRI Standards 404: Training and Education 2016
- GRI Standards 405: Diversity and Equal Opportunity 2016
- GRI Standards 414: Supplier Social Assessment 2016
- GRI Standards 414: Supplier Social Assessment
- GRI Standards 415: Public Policy
- GRI Standards 414: Supplier Social Assessment
GRI Content Index The reporting organization shall report the following information:

a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.

b. For each disclosure, the content index shall include:
   i. the number of the disclosure (for disclosures covered by the GRI Standards);
   ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials;
   iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.

The Content Index can be found here: https://www.interpublic.com/gri-index
<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference / Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-45</td>
<td>Complete</td>
<td>List all entities included in the organization’s consolidated financial statements or equivalent documents. Report whether any entity included in the organization’s consolidated financial statements or equivalent documents is not covered by the report. The organization can report on this Standard Disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.</td>
<td>Please see Part 1 - Item 1, Business, Page 2 of IPG 10K, which can be accessed at the following link:</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
<tr>
<td>102-46</td>
<td>Partial</td>
<td>a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.</td>
<td>Interpublic completed a comprehensive materiality process.</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
<tr>
<td>102-47</td>
<td>Complete</td>
<td>List all the material topics identified in the process for defining report content</td>
<td>This year, IPG transitioned to the GRI Standards.</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
<tr>
<td>Page</td>
<td>Section</td>
<td>Completion Status</td>
<td>Description</td>
<td>Note</td>
</tr>
<tr>
<td>------</td>
<td>---------</td>
<td>-------------------</td>
<td>-------------</td>
<td>------</td>
</tr>
<tr>
<td>102-48</td>
<td>102-48</td>
<td>Complete</td>
<td>Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements</td>
<td>There are no restatements of information provided in previous reports.</td>
</tr>
<tr>
<td>102-49</td>
<td>102-49</td>
<td>Complete</td>
<td>a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries</td>
<td>Interpublic has expanded its reporting boundary each year since 2014.</td>
</tr>
<tr>
<td>102-50</td>
<td>102-50</td>
<td>Complete</td>
<td>Reporting period (such as fiscal or calendar year) for information provided</td>
<td>We are reporting on a calendar year cycle.</td>
</tr>
<tr>
<td>102-51</td>
<td>102-51</td>
<td>Complete</td>
<td>Date of most recent previous report</td>
<td>IPG published its last sustainability report in March of 2019. We update the Sustainability and Purpose information on our website on a frequent basis.</td>
</tr>
<tr>
<td>102-52</td>
<td>102-52</td>
<td>Complete</td>
<td>Reporting cycle</td>
<td>IPG reports annually.</td>
</tr>
<tr>
<td>102-53</td>
<td>102-53</td>
<td>Complete</td>
<td>The reporting organization shall report the following information: The contact point for questions regarding the report or its contents.</td>
<td>Jemma Gould, Senior Director, Corporate Responsibility and Communications 212-704-1327, <a href="mailto:Jemma.Gould@Interpublic.com">Jemma.Gould@Interpublic.com</a></td>
</tr>
<tr>
<td>102-54</td>
<td>Complete</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------</td>
<td>----------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Report the GRI Content Index for the chosen option. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be in accordance with the Guidelines.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>This report provides a GRI Standards Content Index and references the GRI Standards.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Principle 10: Anti-Corruption</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The reporting organization shall report the following information:

a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.

b. For each disclosure, the content index shall include:
   i. the number of the disclosure (for disclosures covered by the GRI Standards);
   ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials;
   iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.

The Content Index can be found here: https://www.interpublic.com/gri-index
Management Approach
Universal Standards

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>103-1</td>
<td>Complete</td>
</tr>
</tbody>
</table>

Explanation of the material topic and its boundary.

Unless otherwise noted, the boundary for the disclosures in our report represent the entire Interpublic entity as described in our 10K annual report.
Management Approach
Universal Standards

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>103-2</td>
<td>Complete</td>
</tr>
</tbody>
</table>

Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms

We provide our employees with a number of different approaches to express concerns about their work environments.

We provide our employees with a number of different approaches to express concerns about their work environments. As described in the Interpublic Code of Conduct, which covers all employees, IPG employees may report concerns to their managers, to local Human Resources offices, to corporate Human Resources, to IPG Legal staff, or to IPG’s Chief Risk Officer. We also provide a telephone hotline, as required by U.S. law, which is called the “IPG Alertline.” This hotline is available by telephone or email 24 hours a day, seven days a week. Where permitted by local law, reports to the Alertline may be made anonymously. All reports are investigated, and our policy very clearly states that there will be no retaliation against anyone who makes a report in good faith.
<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference / Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>103-1</td>
<td>Complete</td>
<td>Explanation of the material topic and its boundary.</td>
<td>Unless otherwise noted, the boundary for the disclosures in our report represent the entire Interpublic entity as described in our 10K annual report.</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
<tr>
<td>103-2</td>
<td>Complete</td>
<td>Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms</td>
<td>We provide our employees with a number of different approaches to express concerns about their work environments.</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
</tbody>
</table>
Direct economic value generated and distributed

<table>
<thead>
<tr>
<th>Years Ended December 31</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statement of Operations Data</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revenue</td>
<td>$8,031.60</td>
<td>$7,473.50</td>
<td>$7,452.30</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Salaries and related expenses</td>
<td>5,298.30</td>
<td>4,590.70</td>
<td>1,942.20</td>
<td>4,765.80</td>
<td>4,723.40</td>
</tr>
<tr>
<td>Office and general expenses</td>
<td>1,355.10</td>
<td>1,268.80</td>
<td>12,749.90</td>
<td>1,682.50</td>
<td>17,121.00</td>
</tr>
<tr>
<td>Operating income</td>
<td>1,038.80</td>
<td>938.40</td>
<td>936.40</td>
<td>874.80</td>
<td>788.40</td>
</tr>
<tr>
<td>Provision for income taxes</td>
<td>199.20</td>
<td>271.30</td>
<td>196.90</td>
<td>282.80</td>
<td>216.50</td>
</tr>
</tbody>
</table>

Payments to providers of capital

Debt service – As of December 31, 2018, we had outstanding short-term borrowings of $73.7 from our uncommitted lines of credit used primarily to fund seasonal working capital needs. The remainder of our debt is primarily long-term, with maturities scheduled from 2020 through 2048. On September 21, 2018, we issued $2,000.0 in aggregate principal amount of unsecured senior notes (in four separate series of $500.0 each, together the “Senior Notes”). On October 1, 2018, we borrowed an additional $500.0 through debt financing arrangements with third-party lenders under a three-year term loan agreement (the “Term Loan Agreement”), $100.0 of which we repaid on December 3, 2018. See Note 3 in Item 8, Financial Statements and Supplementary Data for further information.
The following summarizes our estimated contractual cash obligations and commitments as of December 31, 2018, and their effect on our liquidity and cash flow in future periods.

<table>
<thead>
<tr>
<th>Years Ended December 31</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long term debt</td>
<td>$0.1</td>
<td>$496.9</td>
<td>$896.8</td>
<td>$248.2</td>
<td>$497.7</td>
</tr>
<tr>
<td>Interest payments on long term debt</td>
<td>157.1</td>
<td>141.6</td>
<td>121.0</td>
<td>93.9</td>
<td>73.6</td>
</tr>
<tr>
<td>Non-cancelable operating lease obligations</td>
<td>344.3</td>
<td>319.1</td>
<td>280.1</td>
<td>241.2</td>
<td>183.4</td>
</tr>
<tr>
<td>Contingent acquisition payments</td>
<td>95.8</td>
<td>50.6</td>
<td>66.5</td>
<td>10.4</td>
<td>13.7</td>
</tr>
<tr>
<td>Uncertain tax positions</td>
<td>18.0</td>
<td>184.6</td>
<td>48.1</td>
<td>23.4</td>
<td>6.5</td>
</tr>
<tr>
<td>Total</td>
<td>$615.3</td>
<td>$1,192.8</td>
<td>$1,412.5</td>
<td>$617.1</td>
<td>$774.9</td>
</tr>
</tbody>
</table>

Our agencies are located in over 100 countries, including every significant world market. Our geographic revenue breakdown is listed below.

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic</td>
<td>62.3%</td>
<td>60.2%</td>
<td>59.9%</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>8.5%</td>
<td>9.1%</td>
<td>8.6%</td>
</tr>
<tr>
<td>Continental Europe</td>
<td>8.2%</td>
<td>8.6%</td>
<td>8.6%</td>
</tr>
<tr>
<td>Asia Pacific</td>
<td>10.8%</td>
<td>12.1%</td>
<td>12.2%</td>
</tr>
<tr>
<td>Latin America</td>
<td>4.3%</td>
<td>4.0%</td>
<td>4.3%</td>
</tr>
<tr>
<td>Other</td>
<td>5.9%</td>
<td>6.0%</td>
<td>6.4%</td>
</tr>
<tr>
<td>Total Consolidated</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
Coverage of the organization's defined benefit plan obligations

Please see link below for more information on IPG’s defined benefit plans.

1. Where the plan’s liabilities are met by the organization’s general resources, report the estimated value of those liabilities.
   Please see 2018 Form 10k, “a” on page 79

1. Where a separate fund exists to pay the plan’s pension liabilities, report:
   - The extent to which the scheme’s liabilities are estimated to be covered by the assets that have been set aside to meet them
   Please see 2018 Form 10k, “b” on page 79
   - The basis on which that estimate has been arrived at
1. Where a fund set up to pay the plan’s pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.

We do not disclose this information.

1. Report the percentage of salary contributed by employee or employer.

We do not disclose this information.

1. Report the level of participation in retirement plans (such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact).

We do not disclose this information.
<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference / Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>201-1</td>
<td>Complete</td>
<td>Direct economic value generated and distributed</td>
<td>Direct economic value generated and distributed</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
<tr>
<td>201-3</td>
<td>Partial</td>
<td>Coverage of the organization’s defined benefit plan obligations</td>
<td>Please see link below for more information on IPG’s defined benefit plans.</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
</tbody>
</table>
Indirect Economic Impacts
Topic-Specific Standards

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>203-2</td>
<td>Complete</td>
</tr>
</tbody>
</table>

Significant indirect economic impacts, including the extent of impacts

Sustainability in all its forms -- environmental responsibility, good corporate citizenship, ensuring socially-responsible business practices -- is important and integral to the way we do business around the world.

See also:

Lowe Lintas and Lifebuoy Create Hand Sanitizing Stations in India 10/29/2018

Report examples of the significant identified positive and negative indirect economic impacts the organization has.

Sustainability in all its forms — environmental responsibility, good corporate citizenship, ensuring socially-responsible business practices — is important and integral to the way we do business around the world.

In terms of suppliers, IPG actively assesses the credentials and qualifications of our partners and encourages them to adopt environmentally friendly policies. At IPG, we source from a wide base of suppliers to ensure economic advantage for our clients.

Each year, around the world, IPG agencies work to make a difference in the communities where our agencies operate. These projects can be seen on the Sustainability and Purpose section of our website and include partnering with the United Nations on furthering Sustainable Development Goal #6, access to clean water and sanitation, helping those who are differently abled and taking a stand on issues of bias in communities where our employees live and work.

In developing nations where IPG operates, IPG agencies, by the nature of their business, help local businesses to be more productive in terms of their marketing and promotional activities. IPG agencies in local markets around the world purchase goods and services from local businesses and entrepreneurs and, of course, employ individuals from local communities. All of these activities benefit the local economies where IPG agencies operate.
<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference / Response</th>
</tr>
</thead>
</table>
| 203-2         | Complete        | Significant indirect economic impacts, including the extent of impacts | Sustainability in all its forms -- environmental responsibility, good corporate citizenship, ensuring socially-responsible business practices --is important and integral to the way we do business around the world.  

**See also:**  
[Lowe Lintas and Lifebuoy Create Hand Sanitizing Stations in India](https://www.lowe lintas.com/lifebuoy-create-hand-sanitizing-stations-in-india) 10/29/2018 |
Total number and percentage of operations assessed for risks related to corruption and the significant risks identified

Interpublic assesses 100% of our operations for risks related to corruption.

The entirety of our operations is assessed for risks related to corruption. Some of our offices undergo more in-depth assessments, in the form of internal audits. Internal audits take place periodically at offices and geographic locations that are perceived to be high-risk, based on a matrix of objective and subjective factors. The significant risks identified relate, primarily, to the typical risks associated with using third-party vendors to assist with respect to winning or maintaining government client accounts in countries that are known for high levels of corruption. We attempt to address these risks through our anti-corruption policies that require, among other things, engaging in third-party due diligence, requiring third parties to agree in writing to comply with anti-corruption laws, and by training our employees to understand how to comply with these policies.
<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference / Response</th>
<th>UN Global Compact Principle Alignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>205-1</td>
<td>Complete</td>
<td>Total number and percentage of operations assessed for risks related to corruption and the significant risks identified</td>
<td>Interpublic assesses 100% of our operations for risks related to corruption.</td>
<td>Principle 10: Anti-Corruption</td>
</tr>
</tbody>
</table>
Energy consumption within the organization

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

Note this response is cross-referenced for GRI Standards Disclosures:

302-1 – Energy consumption within the organization

302-3 – Energy intensity

302-4 – Reduction of energy consumption

305-1 – Direct greenhouse gas (GHG) emissions (Scope 1)

305-2 – Energy indirect greenhouse gas (GHG) emissions (Scope 2)

305-5 – Reduction of greenhouse gas (GHG) emissions

305-4 – Greenhouse gas (GHG) emissions intensity

This year Interpublic has continued our journey of calculating GHG emissions by expanding our boundary to now include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year’s disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).

Methodology

- **All Offices Worldwide Over 50,000 Square Feet (excluding the UK)**
  Our Scope 1 and Scope 2 calculations for offices worldwide over 50,000 square feet in all countries besides the UK were completed using Measurabl, the online sustainability data software. Measurabl aligns its carbon accounting algorithms to the WRI/WBCSD’s GHG Protocol, Revised Edition
To calculate carbon emissions, we use US EPA e-Grid emissions factors for buildings within the United States and national-level emissions factors for buildings outside the United States.

**All Offices Under 50,000 Square Feet in North America**
For the US, we used the CBECS intensity factors for office buildings from US EIA (2012). Electric and natural gas intensity are provided by region (Midwest, Northeast, South, and West) in kWh/sqft/year for electricity and therms/sqft/year for natural gas. The US emission factors for electricity come from the eGRID2016 database and depend on each office’s Zip Code which determines the eGRID subregion and its annual CO2e emission rate in kgCO2e/kWh. The natural gas emission factor was calculated based on the EPA Emission Factors for Greenhouse Gas Inventories (Nov 2015) by adding the CO2, CH4 and N2O emissions to obtain kgCO2e/therms.

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For each office, we multiplied the intensity factor with the square footage to obtain the total electricity and natural gas usage per year.

**All Offices Located in the United Kingdom (UK)**
To calculate our UK emissions we were supplied with an annual emissions report by Green Element. The calculations completed by Green Element are in accordance with the GHG Protocol using 2017 conversions factors for purchased electricity and gas. Where up to 3 months’ worth of data was not available or accurate, the missing data were estimated using a monthly average for that supply.

Below are the combined calculated Scope 1 and 2 emissions:

**Scope 1:**
* 2017: 4,786.3 MTCO2e
* 2018: 4,762.9 MTCO2e

**Scope 2:**
* 2017: 29,546.8 MTCO2e
* 2018: 27,781.9 MTCO2e
Below are our Electricity and Fuel usage (Natural Gas and Heating Oil)

**Electricity**

- 2017: 76,192.9 MWh
- 2018: 72,689.6 MWh

**Fuel (Natural Gas & Heating Oil)**

- 2017: 26,006.3 MWh
- 2018: 25,865.4 MWh

**Energy Intensity**

These numbers include electricity, fuel (natural gas & heating oil), and central steam/heating where it was available, and use the number of full-time employees or square footage within our boundary as an intensity denominator.

**Energy Per Employee:**

- 2017: 3.59 MWh per Employee
- 2018: 3.46 MWh per Employee

**Energy Per Square Foot:**

- 2017: .0154 MWh per Sq Ft
- 2018: .0149 MWh per Sq Ft

**GHG Emissions Intensity**

These numbers include Scope 1 and Scope 2 emissions as detailed above in GHG Emissions numbers and use the number of full-time employees or square footage within our boundary as an intensity denominator.

**GHG Emissions Per Employee**

- 2017: 1.17 MTCO2e per Employee
- 2018: 1.11 MTCO2e per Employee

**GHG Emissions Per Square Footage**

- 2017: .0050 MTCO2e per Sq Ft
- 2018: .0048 MTCO2e per Sq Ft

**GHG Emissions Target**

IPG has a Scope 2 relative intensity target for a 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.
Energy intensity

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

302-1 – Energy consumption within the organization

302-3 – Reduction of energy consumption

302-4 – Direct greenhouse gas (GHG) emissions (Scope 1)

305-1 – Energy indirect greenhouse gas (GHG) emissions (Scope 2)

305-2 – Reduction of greenhouse gas (GHG) emissions

305-4 – Energy intensity

305-5 – Greenhouse gas (GHG) emissions intensity

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Energy

Topic-Specific Standards

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<tr>
<td>302-4</td>
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</table>

Reduction of energy consumption

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

302-1 – Energy consumption within the organization

302-3 – Energy intensity

302-4 – Reduction of energy consumption

305-1 – Direct greenhouse gas (GHG) emissions (Scope 1)

305-2 – Energy indirect greenhouse gas (GHG) emissions (Scope 2)

305-5 – Reduction of greenhouse gas (GHG) emissions

305-4 – Greenhouse gas (GHG) emissions intensity

This year Interpublic has continued our journey of calculating GHG emissions by expanding our boundary to now include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year’s disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).

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buildings outside the United States.

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GHG Emissions Intensity

These numbers include Scope 1 and Scope 2 emissions as detailed above in GHG Emissions numbers and use the number of full-time employees or square footage within our boundary as an intensity denominator.

GHG Emissions Per Employee

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GHG Emissions Per Square Footage

- 2017: .0050 MTCO2e per Sq Ft
- 2018: .0048 MTCO2e per Sq Ft

GHG Emissions Target

IPG has a Scope 2 relative intensity target for a 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.
Reductions in energy requirements of products and services

To streamline our operations and reduce unnecessary usage of energy, water, and natural resources, IPG focuses on our people.

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Information Technology – to improve IT operational efficiencies and reduce energy consumption, IPG has migrated its IT infrastructure and applications operations to the state-of-the-art Scott Technology Center facilities located on the campus of the University of Nebraska at Omaha.

IPG consolidated its four Global IT Data Centers to this new facility, which utilizes energy-efficient technology and virtualization. As a result, since 2008, IPG IT has decreased the number of physical servers in our production and disaster recovery facilities by 30% while increasing its hosting services; more than doubling the amount of storage. IPG also achieved a 66% reduction in IT power consumption and reduced the Central IT data center square footage by half when we centralized our data centers (starting in 2008). IPG is now sustaining an 80/20 ratio of virtual to physical machines which have decreased racks, ports, and overall carbon footprint.

IPG IT continues to adopt new energy-efficient technology as older servers and storage age out and need replacement, and over the years, we have been able to continue to reduce the number of server racks and power required to run IPG’s enterprise infrastructure and applications while continually adding new feature functionality. Additionally, Central IT moved from New York City to Jersey City, NJ, and achieved Gold level LEED certification in our new IT headquarters.
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<td>Principle 10: Anti-Corruption</td>
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<td>302-3</td>
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<td>Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</td>
<td>Principle 8: Environment</td>
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<td>302-4</td>
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<td>Reduction of energy consumption</td>
<td>Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</td>
<td>Principle 9: Environment</td>
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<tr>
<td>302-5</td>
<td>Complete</td>
<td>Reductions in energy requirements of products and services</td>
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</table>
Direct greenhouse gas (GHG) emissions (Scope 1)

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

Note this response is cross-referenced for GRI Standards Disclosures:

302-1 – Energy consumption within the organization
302-3 – Energy intensity
302-4 – Reduction of energy consumption
305-1 – Direct greenhouse gas (GHG) emissions (Scope 1)
305-2 – Energy indirect greenhouse gas (GHG) emissions (Scope 2)
305-5 – Reduction of greenhouse gas (GHG) emissions
305-4 – Greenhouse gas (GHG) emissions intensity

IPG has a robust framework for evaluating a wide range of risks and opportunities, including risks and opportunities related to sustainability, and whether they have a substantive financial impact. This process is overseen by the Company's senior management, including the Chief Financial Officer, the Chief Operating Officer, the Chief Risk Officer and the General Counsel. These positions are responsible for the identification and remediation of the principal risks facing the Company and its operations, which includes the operational and regulatory risks that may be posed by climate change.

The Company's management, including agency management, is responsible for identifying and executing on business opportunities, including the opportunities presented by clients' responses to the challenges presented by climate change and their development and marketing of new products and services.
The Company has dedicated a Senior Director of Corporate Responsibility and Communications, and has also formed a Sustainability Working Group, with representatives from multiple business functions, which is tasked with reviewing, coordinating and promoting the Company’s risks and efforts in this area at the consolidated corporate level. Ultimately, the Board of Directors has overall responsibility for the oversight and management of the Company’s risks.

IPG incorporates the physical risks of climate change into its business continuity planning, focusing on the increasing likelihood of extreme weather events that have the potential to affect day-to-day operations at the Company’s offices. Additionally, IPG considers transitional risks and opportunities, such as shifting market preferences and changing legal conditions associated with climate change.

This year Interpublic has continued our journey of calculating GHG emissions by expanding our boundary to now include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year’s disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).

**Methodology**

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- 2017: 3.59 MWh per Employee
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- 2017: .0154 MWh per Sq Ft
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**GHG Emissions Intensity**

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- 2017: 1.17 MTCO2e per Employee
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**GHG Emissions Per Square Footage**

- 2017: .0050 MTCO2e per Sq Ft
- 2018: .0048 MTCO2e per Sq Ft

**GHG Emissions Target**

IPG has a Scope 2 relative intensity target for a 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.
Emissions
Topic-Specific Standards

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Energy indirect greenhouse gas (GHG) emissions (Scope 2)

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

302-1 – Energy consumption within the organization

302-3 – Energy intensity

302-4 – Reduction of energy consumption

305-1 – Direct greenhouse gas (GHG) emissions (Scope 1)

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**GHG Emissions Target**

IPG has a Scope 2 relative intensity target for a 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.
Other indirect greenhouse gas (GHG) emissions (Scope 3) Report gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent, excluding indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization (these indirect emissions are reported in Indicator G4-EN16). Exclude any GHG trades, such as purchases, sales, or transfers of offsets or allowances. Report gases included in the calculation, if available. Report biogenic CO2 emissions in metric tons of CO2 equivalent separately from the gross other indirect (Scope 3) GHG emissions. Report other indirect (Scope 3) emissions categories and activities included in the calculation. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.

Smart travel policies – traveling less where possible, traveling lighter and traveling smarter – is a shared goal that we have committed to.

Other indirect greenhouse gas (GHG) emissions (Scope 3)

Several years ago, the IPG travel department developed a new way to track carbon emissions related to travel and a way for our business travelers to be mindful about those emissions.

While we work to limit our travel where possible, in a client services business, much of our travel is essential. Efficient travel policies – traveling less where possible, traveling lighter and traveling smarter are important to us. To help ensure that travel across our organization is as sustainable as possible, we have enhanced our online booking tool to allow business travelers to sort air travel by carbon dioxide (CO2) emissions as well as by time and cost. This tracking system has been turned on in nearly all countries where online booking is available, allowing our business travelers to assess comparative CO2 emissions between IPG preferred carriers, allowing us to make smarter travel choices that are also less damaging to the environment.
By understanding the impact each of us can have upon the economic, environmental, and social sustainability of our communities, our employees can contribute in small ways to the ongoing health of our communities. Our travel program that takes carbon emissions into consideration was one of the first of its kind to be instituted at a Fortune 500 company.

In 2018, IPG employees around the world traveled a total of 313,112,142 miles, with total emissions of 62,834 tCO2e (metric tons of carbon dioxide equivalent).
**Emissions**

**Topic-Specific Standards**

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<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
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</thead>
<tbody>
<tr>
<td>305-4</td>
<td>Partial</td>
</tr>
</tbody>
</table>

Greenhouse gas (GHG) emissions intensity

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

Note this response is cross-referenced for GRI Standards Disclosures:

302-1 – Energy consumption within the organization

302-3 – Energy intensity

302-4 – Reduction of energy consumption

305-1 – Direct greenhouse gas (GHG) emissions (Scope 1)

305-2 – Energy indirect greenhouse gas (GHG) emissions (Scope 2)

305-5 – Reduction of greenhouse gas (GHG) emissions

305-4 – Greenhouse gas (GHG) emissions intensity

This year Interpublic has continued our journey of calculating GHG emissions by expanding our boundary to now include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year’s disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).
Methodology

All Offices Worldwide Over 50,000 Square Feet (excluding the UK)
Our Scope 1 and Scope 2 calculations for offices worldwide over 50,000 square feet in all countries besides the UK were completed using Measurabl, the online sustainability data software. Measurabl aligns its carbon accounting algorithms to the WRI/WBCSD’s GHG Protocol, Revised Edition. To calculate carbon emissions, we use US EPA e-Grid emissions factors for buildings within the United States and national-level emissions factors for buildings outside the United States.

All Offices Under 50,000 Square Feet in North America
For the US, we used the CBECS intensity factors for office buildings from US EIA (2012). Electric and natural gas intensity are provided by region (Midwest, Northeast, South, and West) in kWh/sqft/year for electricity and therms/sqft/year for natural gas. The US emission factors for electricity come from the eGRID2016 database and depend on each office’s Zip Code which determines the eGRID subregion and its annual CO2e emission rate in kgCO2e/kWh. The natural gas emission factor was calculated based on the EPA Emission Factors for Greenhouse Gas Inventories (Nov 2015) by adding the CO2, CH4 and N2O emissions to obtain kgCO2e/therms.

For Canada, we used the intensity factors of the Commercial and Institutional Consumption of Energy Survey by Natural Resources Canada (2005). Energy intensity is provided by region (British Columbia, Ontario, Prairies, and Quebec) in GJ/m2. We determined the electric and natural gas intensities by multiplying the energy intensity for offices in the different regions with the percentages of principal sources of energy used in each region and converting to kWh/sqft and to therms/sqft. Canada regional emission factors for electricity (in kgCO2e/kWh) were provided by the carbon footprint database (last updated August 2018) and vary by Province.

For each office, we multiplied the intensity factor with the square footage to obtain the total electricity and natural gas usage per year.

All Offices Located in the United Kingdom (UK)
To calculate our UK emissions we were supplied with an annual emissions report by Green Element. The calculations completed by Green Element are in accordance with the GHG Protocol using 2017 conversions factors for purchased electricity and gas. Where up to 3 months’ worth of data was not available or accurate, the missing data were estimated using a monthly average for that supply.

Below are the combined calculated Scope 1 and 2 emissions:

Scope 1:

• 2017: 4,786.3 MTCO2e
2018: 4,762.9 MTCO2e

Scope 2:

- 2017: 29,546.8 MTCO2e
- 2018: 27,781.9 MTCO2e

Below are our Electricity and Fuel usage (Natural Gas and Heating Oil)

Electricity

- 2017: 76,192.9 MWh
- 2018: 72,689.6 MWh

Fuel (Natural Gas & Heating Oil)

- 2017: 26,006.3 MWh
- 2018: 25,865.4 MWh

Energy Intensity

These numbers include electricity, fuel (natural gas & heating oil), and central steam/ heating where it was available, and use the number of full-time employees or square footage within our boundary as an intensity denominator.

Energy Per Employee:

- 2017: 3.59 MWh per Employee
- 2018: 3.46 MWh per Employee

Energy Per Square Foot:

- 2017: .0154 MWh per Sq Ft
- 2018: .0149 MWh per Sq Ft

GHG Emissions Intensity

These numbers include Scope 1 and Scope 2 emissions as detailed above in GHG Emissions numbers and use the number of full-time employees or square footage within our boundary as an intensity denominator.

GHG Emissions Per Employee

- 2017: 1.17 MTCO2e per Employee
- 2018: 1.11 MTCO2e per Employee

GHG Emissions Per Square Footage

- 2017: .0050 MTCO2e per Sq Ft
- 2018: .0048 MTCO2e per Sq Ft
GHG Emissions Target
IPG has a Scope 2 relative intensity target for a 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.
Emissions

Topic-Specific Standards

<table>
<thead>
<tr>
<th>GRI Indicator</th>
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</thead>
<tbody>
<tr>
<td>305-5</td>
<td>Partial</td>
</tr>
</tbody>
</table>

Reduction of greenhouse gas (GHG) emissions

Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.

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305-2 – Energy indirect greenhouse gas (GHG) emissions (Scope 2)

305-5 – Reduction of greenhouse gas (GHG) emissions

305-4 – Greenhouse gas (GHG) emissions intensity

IPG has a robust framework for evaluating a wide range of risks and opportunities, including risks and opportunities related to sustainability, and whether they have a substantive financial impact. This process is overseen by the Company’s senior management, including the Chief Financial Officer, the Chief Operating Officer, the Chief Risk Officer and the General Counsel. These positions are responsible for the identification and remediation of the principal risks facing the Company and its operations, which includes the operational and regulatory risks that may be posed by climate change.

The Company’s management, including agency management, is responsible for identifying and executing on business opportunities, including the opportunities presented by clients’ responses to the challenges presented by climate change and their development and marketing of new
products and services.

The Company has dedicated a Senior Director of Corporate Responsibility and Communications, and has also formed a Sustainability Working Group, with representatives from multiple business functions, which is tasked with reviewing, coordinating and promoting the Company’s risks and efforts in this area at the consolidated corporate level. Ultimately, the Board of Directors has overall responsibility for the oversight and management of the Company’s risks.

IPG incorporates the physical risks of climate change into its business continuity planning, focusing on the increasing likelihood of extreme weather events that have the potential to affect day-to-day operations at the Company’s offices. Additionally, IPG considers transitional risks and opportunities, such as shifting market preferences and changing legal conditions associated with climate change.

This year Interpublic has continued our journey of calculating GHG emissions by expanding our boundary to now include offices over 50,000 square feet and all offices of every size in North America and the UK (including buildings under 50,000 square feet in these regions as well). The boundary was expanded from last year where we had included all offices over 50,000 square feet. In this year’s disclosure, we report on 2017 and 2018 calendar year data utilizing this expanded boundary which now includes 54% of our worldwide headcount (up from 48%) and 65% of our worldwide square footage (up from 53%).

**Methodology**

*All Offices Worldwide Over 50,000 Square Feet (excluding the UK)*

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**All Offices Located in the United Kingdom (UK)**

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**Energy Intensity**

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**GHG Emissions Intensity**

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**GHG Emissions Per Square Footage**
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**GHG Emissions Target**

IPG has a Scope 2 relative intensity target for a 10% reduction by 2030 in metric tons CO2e per employee from a baseline of 2015.
<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Reporting Level</th>
<th>Description</th>
<th>Reference / Response</th>
<th>UN Global Compact Principle Alignment</th>
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</thead>
<tbody>
<tr>
<td>305-1</td>
<td>Partial</td>
<td>Direct greenhouse gas (GHG) emissions (Scope 1)</td>
<td>Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</td>
<td>Principle 8: Environment</td>
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<tr>
<td>305-2</td>
<td>Partial</td>
<td>Energy indirect greenhouse gas (GHG) emissions (Scope 2)</td>
<td>Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</td>
<td>Principle 8: Environment</td>
</tr>
<tr>
<td>305-3</td>
<td>Complete</td>
<td>Other indirect greenhouse gas (GHG) emissions (Scope 3) Report gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent, excluding indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization (these indirect emissions are reported in Indicator G4-EN16). Exclude any GHG trades, such as purchases, sales, or transfers of offsets or allowances. Report gases included in the calculation, if available. Report biogenic CO2 emissions in metric tons of CO2 equivalent separately from the gross other indirect (Scope 3) GHG emissions. Report other indirect (Scope 3) emissions categories and activities included in the calculation. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</td>
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Smart travel policies – traveling less where possible, traveling lighter and traveling smarter – is a shared goal that we have committed to. | Principle 8: Environment |
<table>
<thead>
<tr>
<th>305-4</th>
<th>Partial</th>
<th>Greenhouse gas (GHG) emissions intensity</th>
<th>Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</th>
<th>Principle 8: Environment</th>
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<tr>
<td>305-5</td>
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<td>Reduction of greenhouse gas (GHG) emissions</td>
<td>Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</td>
<td>Principle 9: Environment</td>
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Supplier Environmental Assessment
Topic-Specific Standards
Total number and rates of new employee hires and employee turnover by age group, gender and region

Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.

Ours is a talent-driven business and our employees are our most important asset. We understand that to be successful in a creative industry, it is key that our employee base reflects the diversity of our clients’ consumers, and that we ensure a workplace that encourages and fosters diversity, equity and inclusion at all levels.

IPG began its formal diversity and inclusion (D&I) commitment more than a decade ago and was the first company in our industry to hire a dedicated Director of Diversity and Inclusion. To ensure accountability, our executives’ compensation is linked to their agencies’ performance on diversity and inclusion and we have instituted a comprehensive company-wide diversity and inclusion program. D&I initiatives include our business resource groups that develop career-building programs, as well as training around topics like unconscious bias. We also regularly measure the inclusiveness of our culture with a company-wide climate for inclusion survey. IPG has received numerous honors for its diversity and inclusion programs. Most recently these include 11 years on the HRC’s Corporate Equality Index, and first-time inclusion on the Bloomberg Gender-Equality Index.

The information in this section focuses on the composition of our workforce as well as how our employees are trained through our varied and robust development programs.

102-8 and 401-1 Report the total number of employees by employment contract and gender, number of permanent employees by employment type and gender, total workforce by employees and supervised workers and by gender, the total workforce by region and gender, report whether a substantial portion of the organizations work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors, report any significant variations in employment numbers.
Total number and rates of new employee hires and employee turnover by age group, gender and region

IPG exceeded the US National External Workforce Benchmark in both “Officials and Managers” and “Professionals” categories for women in 2018

Additional results from IPG’s 2018 workforce data show that:

- Total minorities make up 21.6% of US “Officials and Managers,” an increase of 123% since 2005.
- The “Professional” talent base is 29.2% minority, an increase of 52% since 2005.
- Women make up 55% of all the company’s managers – including executive, senior and mid management – an increase of 18% since 2005

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation

Full-time and part-time employees working 20 hours or more on a regular basis receive a full range of benefits. For the temporary employee population, an employee must work an average of 30 hours per week or more over a 12-month period in order to be eligible for the IPG Medical plan only. They are excluded from all other benefits.

We do not make a distinction by location, if an employee is on the IPG payroll and meets the requirements, they are offered benefits.

404-2 Programs for Skills Management and Lifelong Learning That Support the Continued Employability of Employees and Assist Them in Managing Career Ending

Recruiting, retaining and promoting great talent is key to IPG’s long-term success. Skills training and executive development are important components of how we work with our people to ensure their success and the continued success of IPG.

Educational Assistance

IPG encourages and financially supports continuing education and development programs that meet the career goals of our employees which are aligned with the needs of our business. Regular full-time and part-time employees can achieve professional career goals by taking job-related courses at an accredited school, college or university and be reimbursed for up to 75 percent of the tuition expenses. Whether taking a standalone course, or making a commitment to a bachelor’s or master’s degree program, attending traditional-style classes or non-traditional (e.g., on-line or accelerated) programs, employees and their managers work together to support development.
Individual Department Training

It is critical for employees to maintain required credentials, gain skills with new technologies, manage department change, keep up with role-specific information, and onboard to new roles. Whatever the situation, individual departments provide training through a variety of means including staff meetings, global conferences, in-house speakers, periodicals/online services and colleague-to-colleague instruction.

Skills-Building Training

IPG offers managers and employees skill-building training via live classroom and live and recorded webcasts for employees across the globe to enhance foundational skills including coaching, interviewing, project management, workplace respect, unconscious bias, career development, presentation skills, business writing, emotional intelligence, communication, conflict resolution, customer service and performance management. Our training programs aim to educate employees on core competencies and empower participants to bring to life such skills in the workplace.

Global Training

Operating ethically and with the highest standards of integrity is critical to our continued success. IPG’s Code of Conduct forms the basis of how we interact with each other, with our vendors and with our clients. Each year, IPG provides employees with training on the Code of Conduct, and highlights different topics of particular importance to focus on during these trainings.

Empowership

Empowership is a one-year remote-access learning and development program that helps professional women thrive by building their leadership competencies from the inside out. Empowership provides 24/7 access to relevant and dynamic training resources, uplifting inspiration, practical how-to guidance, and a robust female community. Through webinars, group calls, Q&A sessions with industry experts, digital resources and a peer forum, we empower women to thrive in all areas of their lives.

IPG Leadership Lab The IPG Leadership Lab is a selective global executive development program for senior-level leaders within IPG agencies. The program draws high potential executives from across IPG and provides an intensive leadership development experience featuring in-market immersion, engagement with IPG executives, cross-agency peer coaching, and personal leadership feedback and planning. Held yearly since 2013, the IPG Leadership Lab has strengthened agency leadership while enhancing collaboration across IPG.
Internship Program

The IPG Internship program offers students meaningful projects that provide an introduction to our industry while also developing a highly-valued future talent pool. Interns are provided with the tools and guidance that allow their roles to be hands-on educational experiences. Working with knowledgeable mentors, interns gain exposure to a broad range of processes and new technologies as well as substantive knowledge about our industry. Internships are offered during the summer and in a limited number of areas, year round.

Transition Assistance

IPG provides employees with support, as needed, through many transitions that take place over the employment life cycle (e.g., transitioning to a new role, transitioning back to work from a leave of absence or transitioning to retirement). This might include retirement and financial planning resources, coaching and career guidance, work-life balance resources and flexible work arrangements.

IPG Learning & Development Site – This site provides a wealth of diverse online courses and provides resources at employees’ fingertips. There are multiple skill-building courses offered on management and leadership, performance management, writing & communication, diversity & inclusion, customer service, project management and personal development. Also offered are a wide variety of technical courses. Many of these courses are offered in multiple languages to meet the needs of our global population.

MyLead – MyLead is an IPG enterprise-wide offered program, targeting senior managers for leadership development. It is an interactive leadership immersion experience which includes business simulation and real-time executive coaching. The program is designed to develop areas of responsibility that are most relevant to leadership roles in our industry and include Business Leadership, Client Leadership, and People Leadership.

The Art and Science of Leadership (TASL) – Like MyLead, TASL is an IPG enterprise-wide offering. This offering targets newer managers or those who need to further develop their core management skills. TASL participants learn key facets of leadership via an on-line, interactive experience. Participants are also involved in business simulations in which they face realistic skill challenges. An executive coach partners with each participant to discuss his/her activities, provides the participant with specific behavioral feedback, helps plan for future development, and helps the participant to apply the new skills back at work.
Percentage of employees receiving regular performance and career development reviews, by gender and by employee category

IPG advocates for all employees to actively participate and invest in performance management. Aligning individual goals with organizational objectives not only allows employees to better understand what is expected of them, and how important their contributions are to the business, but it also empowers them to champion their own personal development.

Our corporate process is guided by an ePerformance on-line tool. The tool is a catalyst to promote discussion between managers and employees about personal and business goals, development plans and career aspirations. Approximately three quarters of IPG employees actively participate in our on-line performance management process.
Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation

Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.

Disclosure 401-2

IPG Employees

Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3

Ours is a talent-driven business and our employees are our most important asset. We understand that to be successful in a creative industry, it is key that our employee base reflects the diversity of our clients’ consumers, and that we ensure a workplace that encourages and accepts diversity.

IPG began its formal diversity and inclusion (D&I) commitment more than a decade ago and was the first company in our industry to hire a dedicated Director of Diversity and Inclusion. To ensure accountability, our executives’ compensation is linked to their agencies’ performance on diversity and inclusion and we have instituted a comprehensive company-wide diversity and inclusion program. D&I initiatives include our business resource groups that develop career-building programs, as well as training around topics like unconscious bias. We are also unique in our industry in that we regularly measure the inclusiveness of our culture with a company-wide climate for inclusion survey. IPG has received numerous honors for its diversity and inclusion programs. These include the 2016 Champions of Diversity Exemplary Best Practices Award from the New York Urban League, nine 100 percent scores on the Corporate Equality Index, an annual survey by the Human Rights Campaign (HRC) ranking companies based on their policies and practices relating to gay, lesbian, bisexual and transgender employees and recognition for gender diversity on our board by the Women’s Forum of New York.

The information in this section focuses on the composition of our workforce as well as how our employees are trained through our varied and robust development programs.

102-8 and 401-1 Report the total number of employees by employment contract and gender, number of permanent employees by employment type and gender, total workforce by employees and supervised workers and by gender, the total workforce by region and gender, report whether a substantial portion of the organizations work is performed by...
workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors, report any significant variations in employment numbers

Total number and rates of new employee hires and employee turnover by age group, gender and region

IPG exceeded the U.S. Ad Industry External Workforce Benchmark in both “Officials and Managers” and “Professionals” categories for women and total minorities in 2017, the most recent annual filings.

Additional results from IPG’s 2017 workforce data show that:

- Total minorities make up 21% of US “Officials and Managers,” an increase of 117% since 2005.
- The “Professional” talent base is 28% minority, an increase of 48% since 2005.
- Women make up 55% of all the company’s managers – including executive, senior and mid management – an increase of 17% since 2005.

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation Full-time and part-time employees working 20 hours or more on a regular basis receive a full range of medical benefits. For the temporary employee population, an employee must work an average of 30 hours per week or more over a 12-month period in order to be eligible for the IPG Medical plan only. They are excluded from all other benefits.

We do not make a distinction by location, if an employee is on the IPG payroll and meets the requirements, they are offered benefits.

404-2 Programs for Skills Management and Lifelong Learning That Support the Continued Employability of Employees and Assist Them in Managing Career Ending

Recruiting, retaining and promoting great talent is key to our long-term success. Skills training and executive development are important components of how we work with our people to ensure their success and the continued success of IPG.

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Individual Department Training  It is critical for employees to maintain required credentials, gain skills with new technologies, manage department change, keep up with role-specific information, and onboard to new roles. Whatever the situation, individual departments provide training through a variety of means including staff meetings, global conferences, in-house speakers, periodicals/online services and colleague-to-colleague instruction.

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IPG provides employees with support, as needed, through many transitions that take place over the employment life cycle (e.g., transitioning to a new role, transitioning back to work from a leave of absence or transitioning to retirement). This might include retirement and financial planning resources, coaching and career guidance, work-life balance resources and flexible work arrangements.

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provides the participant with specific behavioral feedback, helps plan for future development, and helps the participant to apply the new skills back at work.

404-3 Percentage of employees receiving regular performance and career development reviews, by gender and by employee category Performance Management – IPG advocates for all employees to actively participate and invest in performance management. Aligning individual goals with organizational objectives not only allows employees to better understand what is expected of them and how important their contributions are to the business, but it also empowers them to champion their own personal development. Our corporate process is guided by a new ePerformance on-line tool. The tool is a catalyst to promote discussion between managers and employees about personal and business goals, development plans and career aspirations. Approximately three quarters of IPG employees actively participate in our on-line performance management process.
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Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

Diversity and Inclusion have been priorities for IPG for more than a decade.

See also:

IPG Hosts Inclusion Forum Call 11/01/2018
IPG Leaders Participate in 3 % Conference 11/13/2018
IPG to Host National Day of Understanding Focused on Issues of Race, Ethnicity and Inclusion 12/06/2018

Disclosure 405-1

Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

Three out of eleven of IPG’s board members, or more than 25% are women.

In 2011, Dawn Hudson, Vice Chairman of the Parthenon Group was elected to the board. In 2007, Jocelyn Carter-Miller, President of TechEdVentures, a community empowerment firm that educates children, families and the community through charter schools and community-based programs, joined the board. Also in 2007, Mary J. Steele Guilfoile joined our board and agreed to serve on its audit committee.

Additional results from IPG’s 2017 workforce data show that:

- Total minorities make up 21% of US “Officials and Managers,” an increase of 117% since
- The “Professional” talent base is 28% minority, an increase of 48% since 2005.
- Women make up 55% of all the company’s managers – including executive, senior and mid
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**Principle 6:** Labour
Human Rights Assessment

Topic-Specific Standards

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<td>412-2</td>
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Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.

IPG understands the importance of training, particularly as it relates to ensuring a workplace that operates ethically and transparently and is also free from any type of harassment.

Disclosure 412-2

Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operation, including the percentage of employees trained.

IPG provides Code of Conduct training each year as well as anti-harassment training to all new hires in the US and to senior managers outside the U.S. Every two years, we re-train California managers, and every four years, we re-train all US employees. Our Chief Executive Officer invites and encourages all employees to take these courses and we have had good success in obtaining high levels of employee participation. Specifically:

**New Hire Code of Conduct**

9,351 Completions x 38 minutes to complete = 355,338 minutes = 5,922 hours

Completion Rate – 98%

**California Anti-Harassment Course Employees/Supervisors**

129 Completed x 124 minutes to complete = 15,989 minutes = 266 hours
Completion Rate – 98%

**Anti-Harassment Course Employees/Supervisors**

3,043 Completed x 19 minutes to complete = 57,817 minutes = 964 hours

Completion Rate – 99%

**Code of Conduct Course – Current Employees**

**Data Protection and Information Security**

27,306 Completed x 46 minutes to complete = 1,256,076 minutes = 20,935 hours

Completion Rate – 95%

**Code of Conduct Course – Current Employees**

Creating a Culture of Integrity & Inclusiveness

26,422 Completed x 36 minutes to complete = 951,192 minutes = 15,853 hours

Completion Rate – 96%
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Supplier Social Assessment
Topic-Specific Standards

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Percentage of new suppliers that were screened using human rights criteria

Please note this response is cross-referenced for 308-1 and 414-1.

308-1

* Report the percentage of new suppliers that were screened using environmental criteria.

414-1

* Percentage of new suppliers that were screened using criteria for impacts on society.

Interpublic is committed to operating as sustainably as possible. And we expect the same from our suppliers. To ensure that this is the case, we have adopted a Supplier Code of Conduct. The Code is summarized below and can be viewed in its entirety at this link.

The Supplier Code of Conduct is part of our corporate standard policies and procedures and focuses on the following areas:

Legal and Regulatory Compliance Practices including:

Compliance with anti-corruption laws, anti-trust and fair competition laws

Adherence to environmental laws and regulations

Business Practices including:

* The expectation that our suppliers and their representatives should conduct their business interactions with integrity and in accordance with their obligations to IPG including:
  * Honestly and accurately reporting all business information
  * Creating, retaining and disposing of business records in compliance with all legal and regulatory requirements
  * Protecting and responsibly using the physical and intellectual assets of IPG
  * Using discretion when offering gifts or entertainment to IPG employees
  * Avoiding the appearance of or actual improprieties or conflicts of interest
  * Avoiding insider trading by buying or selling IPG stock when in possession of information about IPG that is not available to the investing public.
Employment Practices

IPG expects its suppliers to share its commitment to human rights and equal opportunity in the workplace. This includes:

- Cooperating with IPG’s commitment to a workforce free of harassment and unlawful discrimination
- Providing a safe and healthy work environment
- Using only voluntary labor
- Complying with local minimum working and laws and requirements and not utilizing child labor

Sustainability

IPG expects its suppliers to share its commitment to operating in sync with the long-term health of the environment.

Diversity

IPG is committed to being among the most diverse companies in the world and we expect a commitment to diversity from our suppliers.

We also expect that our suppliers comply with our Code of Conduct.
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**Public Policy**

**Topic-Specific Standards**

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**Total value of political contributions by country and recipient/beneficiary**

**Although personal political activity is welcome, as employees we may not make political contributions by or in the name of IPG or any of its subsidiaries.**

**Disclosure 415-1**

**Total value of political contributions by country and recipient/beneficiary**

Although personal political activity is welcome, as employees we may not make political contributions by or in the name of IPG or any of its subsidiaries.

Taken from IPG’s Code of Conduct (page 44)

**Political Activities**

**Personal Political Activities**

IPG Employees are all permitted to positively support our communities by participating in the political activities that interest us. However, we must be careful to uphold IPG’s reputation by only participating in such activities on our own time and at our own expense. We may not allow any campaign or candidate to use Interpublic funds or assets, equipment or trademarks. In addition, we should never use IPG’s name while taking part in these activities. We must never use our position of authority to make another employee feel compelled or pressured to participate in any way in any political event or cause, or for any political purpose.

**Corporate Political Activities**

Although personal political activity is welcome, as employees we may not make political contributions by or in the name of IPG or any of its subsidiaries. “Political contributions” include IPG funds and anything of value, including loans, contributions or use of goods, facilities, or services (except services which are part of the regular business activities of your agency). These restrictions apply not only to direct contributions made to individual candidates, political committees, or political parties, but also to indirect contributions that would ultimately be used...
to support individual candidates, political committees, or political parties, such as tickets to a fundraising dinner or similar event.

IPG’s Standard Policies and Procedures (SP&Ps) also address the issue of political contributions. Specifically, IPG’s Anti-corruption policy, SP&P 309, states:

Due to the inherently sensitive nature of political contributions, you may not pay or furnish Company funds, facilities, or services of any kind to any candidate for public office, any political party or official thereof, any political action committee, or any political initiative, referendum, or other form of political campaign without prior approval from the Company’s General Counsel and Chief Risk Officer.

The foregoing restriction does not apply to political marketing and communications services or ordinary lobbying activities conducted by an agency whose regular business activities consist of such services or activities.

Nothing in this Policy shall preclude political contributions by Personnel from their personal funds and for personal reasons, but Personnel may not use personal funds to make any payments or contributions on behalf of, or for the benefit of, the Company.

These policies are in force for employees in all countries in which IPG operates
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**UN Global Compact Principle Alignment:**

**Principle 8: Environment**
Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings

Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.

Ours is a talent-driven business and our employees are our most important asset. We understand that to be successful in a creative industry, it is key that our employee base reflects the diversity of our clients’ consumers, and that we ensure a workplace that encourages and fosters diversity, equity and inclusion at all levels.

IPG began its formal diversity and inclusion (D&I) commitment more than a decade ago and was the first company in our industry to hire a dedicated Director of Diversity and Inclusion. To ensure accountability, our executives’ compensation is linked to their agencies’ performance on diversity and inclusion and we have instituted a comprehensive company-wide diversity and inclusion program. D&I initiatives include our business resource groups that develop career-building programs, as well as training around topics like unconscious bias. We also regularly measure the inclusiveness of our culture with a company-wide climate for inclusion survey. IPG has received numerous honors for its diversity and inclusion programs. Most recently these include 11 years on the HRC’s Corporate Equality Index, and first-time inclusion on the Bloomberg Gender Equality Index.

The information in this section focuses on the composition of our workforce as well as how our employees are trained through our varied and robust development programs.
102-8 and 401-1 Report the total number of employees by employment contract and gender, number of permanent employees by employment type and gender, total workforce by employees and supervised workers and by gender, the total workforce by region and gender, report whether a substantial portion of the organizations work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors, report any significant variations in employment numbers.

Total number and rates of new employee hires and employee turnover by age group, gender and region

IPG exceeded the US National External Workforce Benchmark in both “Officials and Managers” and “Professionals” categories for women in 2018.

Additional results from IPG’s 2018 workforce data show that:

- Total minorities make up 21.6% of US “Officials and Managers,” an increase of 123% since 2005.
- The “Professional” talent base is 29.2% minority, an increase of 52% since 2005.
- Women make up 55% of all the company’s managers – including executive, senior and mid management – an increase of 18% since 2005.

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation

Full-time and part-time employees working 20 hours or more on a regular basis receive a full range of benefits. For the temporary employee population, an employee must work an average of 30 hours per week or more over a 12-month period in order to be eligible for the IPG Medical plan only. They are excluded from all other benefits.

We do not make a distinction by location, if an employee is on the IPG payroll and meets the requirements, they are offered benefits.

404-2 Programs for Skills Management and Lifelong Learning That Support the Continued Employability of Employees and Assist Them in Managing Career Ending

Recruiting, retaining and promoting great talent is key to IPG’s long-term success. Skills training and executive development are important components of how we work with our people to ensure their success and the continued success of IPG.

Educational Assistance

IPG encourages and financially supports continuing education and development programs that
meet the career goals of our employees which are aligned with the needs of our business. Regular full-time and part-time employees can achieve professional career goals by taking job-related courses at an accredited school, college or university and be reimbursed for up to 75 percent of the tuition expenses. Whether taking a standalone course, or making a commitment to a bachelor’s or master’s degree program, attending traditional-style classes or non-traditional (e.g., on-line or accelerated) programs, employees and their managers work together to support development.

**Individual Department Training**

It is critical for employees to maintain required credentials, gain skills with new technologies, manage department change, keep up with role-specific information, and onboard to new roles. Whatever the situation, individual departments provide training through a variety of means including staff meetings, global conferences, in-house speakers, periodicals/online services and colleague-to-colleague instruction.

**Skills-Building Training**

IPG offers managers and employees skill-building training via live classroom and live and recorded webcasts for employees across the globe to enhance foundational skills including coaching, interviewing, project management, workplace respect, unconscious bias, career development, presentation skills, business writing, emotional intelligence, communication, conflict resolution, customer service and performance management. Our training programs aim to educate employees on core competencies and empower participants to bring to life such skills in the workplace.

**Global Training**

Operating ethically and with the highest standards of integrity is critical to our continued success. IPG’s Code of Conduct forms the basis of how we interact with each other, with our vendors and with our clients. Each year, IPG provides employees with training on the Code of Conduct, and highlights different topics of particular importance to focus on during these trainings.

**Empowership**
Empowership is a one-year remote-access learning and development program that helps professional women thrive by building their leadership competencies from the inside out. Empowership provides 24/7 access to relevant and dynamic training resources, uplifting inspiration, practical how-to guidance, and a robust female community. Through webinars, group calls, Q&A sessions with industry experts, digital resources and a peer forum, we empower women to thrive in all areas of their lives.

IPG Leadership Lab The IPG Leadership Lab is a selective global executive development program for senior-level leaders within IPG agencies. The program draws high potential executives from across IPG and provides an intensive leadership development experience featuring in-market immersion, engagement with IPG executives, cross-agency peer coaching, and personal leadership feedback and planning. Held yearly since 2013, the IPG Leadership Lab has strengthened agency leadership while enhancing collaboration across IPG.

Internship Program

The IPG Internship program offers students meaningful projects that provide an introduction to our industry while also developing a highly-valued future talent pool. Interns are provided with the tools and guidance that allow their roles to be hands-on educational experiences. Working with knowledgeable mentors, interns gain exposure to a broad range of processes and new technologies as well as substantive knowledge about our industry. Internships are offered during the summer and in a limited number of areas, year-round.

Transition Assistance

IPG provides employees with support, as needed, through many transitions that take place over the employment life cycle (e.g., transitioning to a new role, transitioning back to work from a leave of absence or transitioning to retirement). This might include retirement and financial planning resources, coaching and career guidance, work-life balance resources and flexible work arrangements.

IPG Learning & Development Site – This site provides a wealth of diverse online courses and provides resources at employees’ fingertips. There are multiple skill-building courses offered on management and leadership, performance management, writing & communication, diversity & inclusion, customer service, project management and personal development. Also offered are a wide variety of technical courses. Many of these courses are offered in multiple languages to meet the needs of our global population.

MyLead – MyLead is an IPG enterprise-wide offered program, targeting senior managers for leadership development. It is an interactive leadership immersion experience which includes business simulation and real-time executive coaching. The program is designed to develop areas
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404-3

**Percentage of employees receiving regular performance and career development reviews, by gender and by employee category**

IPG advocates for all employees to actively participate and invest in performance management. Aligning individual goals with organizational objectives not only allows employees to better understand what is expected of them, and how important their contributions are to the business, but it also empowers them to champion their own personal development.

Our corporate process is guided by an ePerformance on-line tool. The tool is a catalyst to promote discussion between managers and employees about personal and business goals, development plans and career aspirations. Approximately three quarters of IPG employees actively participate in our on-line performance management process.
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404-3

Percentage of employees receiving regular performance and career development reviews, by gender and by employee category

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